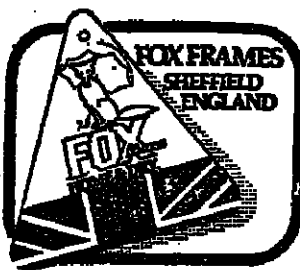


THE GUARDIAN

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NEWS IN BRIEF

5,000 hospital jobs to be axed

MORE than 2,000 beds and nearly 5,000 jobs are to go over the next 10 years to save £47 million on hospital services, the North-west Thames regional health authority announced yesterday. Back page

Blunkett criticism

MR DAVID Blunkett, the left-wing leader of Sheffield City Council, was criticised yesterday in London's Labour left for its GLC rates disarray. Report, page 2; Leader comment, page 10.

War casualties

IRAN was ready for a ceasefire on civilian targets last night as its jets had attacked the outskirts of Baghdad and Iraqi planes had hit a string of Iranian towns. Report, page 8; How war turned on civilians, page 22.

City optimism

THE City sees a possibility of a budget time base rate cut. Report and City Notebook, page 25.



Brezhnev... Andropov... Chernenko... you're fresh!

£60m Africa aid

BRITAIN will give at least £60 million in African aid this year. Page 8.

Aerial project

THIRTY-MILE long aerials may be built in the Scottish Highlands to control nuclear submarines. Page 4.

MP's concern

A TORY MP has called for an inquiry into allegations that a woman student was "flung" down stairs by police at Manchester University. Page 2.

Mixed fortunes

FRENCH and West German politicians assess the mixed fortunes of their elections. Report, page 7; Leader comment, page 10.

Faith in future

A NEW era of multi-faith education about to begin. Page 4.

Market moves

FOUNT up 00187 to 1.0880; FT index up 1.1 to 889.5; Dow Jones down 1.1 to 1268.55; Markets, page 26.

The weather

RAIN spreading from NW. Morning cold. Details, back page.

THE GUARDIAN IN EUROPE

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Belgium	1.20
France	1.20
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Netherlands	1.20
Spain	1.20
Sweden	1.20
Switzerland	1.20
UK	1.20

Egyptian brothers buy Harrods

By Geoffrey Gibbs
Control of Harrods and 100 other department stores owned by the House of Fraser passed to the hands of a wealthy Egyptian family yesterday following a £130 million share buyout on the Stock Market.

The privately-owned Al Fayed Investment and Trust company secured its grip on Fraser by buying a total of 52.5 million shares to add to its existing holding.

The purchases lifted the company's stake in Fraser from 28.9 per cent to just over 51 per cent of the shares in issue.

The Egyptian bidders, Mr Mohamed Al Fayed and his brothers Ali and Salah, must wait a ruling from the Trade and Industry Secretary, Mr Norman Tebbit, on whether their bid for the department stores group, is to be exam-

New leader continues Geneva talks and promises an industrial revolution

Russians take the changes quietly

From Martin Walker in Moscow

SOVIET citizens reacted with little excitement yesterday to the death of Mr Konstantin Chernenko, the shortest-serving Soviet leader in history.

His illness was so obvious that his death had been expected at any time, and few onlookers gathered as the Kremlin flag was lowered to half-mast.

Even the choice of Mr Gorbachev rather than his main rival, Mr Leonid Brezhnev, produced no obvious delight. That, too, had been widely predicted.

The news broke in the now traditional fashion, as solemn music began to play on the main Moscow radio station at 7.05 am after the news.

Normally the news is followed by a 25-minute programme of jokes, songs and gossipy dog stories called Smile.

But yesterday morning, the solemn music was a sign that something had happened. The morning television programmes were cancelled and on the two main channels, they ran the same old national history programme, and then a violent racialist programme, showing that even the television station was unprepared and had only one emergency show available.

By this time, half of Moscow was tuning into the BBC World Service and the Voice of America, to hear that the Politburo member, Mr Vladimir Shcherbitsky, had suddenly cancelled his American trip and was flying home to Moscow.

The phones began to buzz as diplomats and journalists began to track down Soviet officials who had cancelled their appointments.

At 7.15 am, the bodies of the three leaders were taken to the State Funeral home in the Kremlin.

It can be understood that Mr Chernenko, who had been in power for 13 months, had failed to appear at the Red Square parade, the sudden appearance of television cameras in black ties provoked instant speculation that he had died.

He survived for another month, and the more cynical began to speculate whether Gorbachev, the state broadcaster monopoly, had started to play games with the nerves of foreign journalists.

But the system of monitoring the television and radio channels has worked in the past. They provided the first clear signals of the deaths of Leonid Brezhnev and Yuri Andropov.

Konstantin Chernenko was visibly ill on his last television appearance two weeks ago, the Smile programme is required listening in Moscow.

The flaw in this reasoning is the strict compartmentalisation of the Soviet system. According to fairly senior employees of Gosteleradio, they rarely have any idea why programmes are suddenly changed or cancelled.

The decision to cancel Smile is taken very early in the morning, when relatively low-ranking executives are in charge. They are usually men looking for promotion, and promotion will not come to a man who broadcasts the morning lengthening when Moscow bureaucrats are hunting through the wardrobe for their black ties.

Such men have to live on their nerves, and on their own information networks.

City Notebook, page 25

opolis inquiry into the Egyptian takeover bid, said it had decided to dispose of the bulk of its 6.5 per cent shareholding in Fraser because of concern that a Monopolies reference would hit the share price and thus depress the value of the investment.

Yesterday's £30 million disposal yielded a profit of at least £10 million for Lorch, in addition to the £70 million generated late last year when

the group sold its original 29.9 per cent stake in the Al Fayed brothers.

Mr Rowland yesterday admitted that his group wishes to make a bid for Fraser "at an appropriate price and date".

He added that Lorch would again press the case for a Monopolies investigation into Al Fayed at the Department of Trade and Industry today.

However, the Al Fayed move into the market was welcomed by Fraser directors, who gave their backing to the Egyptian bid last week.

"We are pleased that the Al Fayed family have secured their majority shareholding in the House of Fraser and look forward to working with them," declared group chairman Professor Robert Smith.

"The 23,000 people employed in House of Fraser now deserve a period of quiet so

Gorbachev succeeds in record time



Mr Mikhail Gorbachev and his wife Raisa during their recent visit to London.

From Martin Walker in Moscow

Mr Mikhail Gorbachev was named as the new general secretary of the Communist Party just four hours after the announcement of the death of Konstantin Chernenko — the fastest succession the Soviet leadership has known.

The way is now open for him to become the most powerful Soviet leader since Stalin. He has a big reputation to live up to.

Mr Gorbachev, 53, who is known to be in poor health, sustained bruising to the face and ribs after he was knocked to the ground and kicked. He did not go to hospital for treatment or report the incident to the police.

The attack occurred two days after Mr Gorbachev, the national vice-president of the NUP, was jostled and abused at the Scottish area delegate conference by miners who felt the union had let down its members who had been sacked

by the coal board during the dispute.

Mr Gorbachev, propped up in bed at home over the weekend recovering from his injuries, said he bore no malice towards anyone.

He said: "I honestly think they were a couple of hit men sent to do a job on me. They did not say a thing during the attack — they did not swear or call me the usual names."

Mr Gorbachev met Kinnoch on Friday at the Labour Party's Scottish conference. As he walked home alone at about 11.30 pm, two men aged between 30 and 40, both about 5ft 10in tall and of average build, wearing dark overcoats, attacked him.

Edinburgh police, who have visited Mr Gorbachev since news of the attack emerged, said they were investigating the incident.

MacGregor appeal, page 2

deliberate echo of the 1960 election of President Kennedy. There is a widespread, if more prosaic feeling that at last energies can be released and the economy made to deliver. Similar hopes were raised when Yuri Andropov succeeded Brezhnev, but his term in office was so short that it proved a turning point at which Soviet history failed to turn. But the Soviet Union now has a leader young enough to take it to the year 2000 and beyond.

The new Soviet leader, Mr Gorbachev, was named as the new general secretary of the Communist Party just four hours after the announcement of the death of Konstantin Chernenko — the fastest succession the Soviet leadership has known.

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ruffled, when it announced that the Soviet-American arms control talks in Geneva would go ahead today as planned. The Foreign Minister, Mr Gromyko, also pointedly carried on yesterday with a scheduled meeting with the visiting French Foreign Minister, Mr Roland Dumas.

Mr Gorbachev was nominated to the general secretaryship by Mr Gromyko, who was his closest ally in the Politburo, the highest Soviet decision-making body.

Mr Gorbachev said that the peace talks should be put aside for the moment and that the new leadership would work on the way they were working.

"Improvements in people's living standards should be based on their contribution to the common good," he stressed, and warned that he would not put up with economic shortcomings and poor quality of work. He called for more discipline in the party ranks, and more responsibility to be given to trade unions and more incentives to those who deserved them.

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MacGregor appeal, page 2

McGahey assaulted

By Sarah Roseley
The Scottish miners' leader, Mr Mick McGahey, was ambushed by two men and severely beaten as he returned to his Edinburgh home late on Friday after a meeting with the Labour leader, Mr Neil Kinnock.

Mr McGahey, aged 59, who is known to be in poor health, sustained bruising to the face and ribs after he was knocked to the ground and kicked. He did not go to hospital for treatment or report the incident to the police.

The attack occurred two days after Mr McGahey, the national vice-president of the NUP, was jostled and abused at the Scottish area delegate conference by miners who felt the union had let down its members who had been sacked

by the coal board during the dispute.

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Prescription charge increased to £2

By David Hencke and James Nanghale
Prescription charges will rise to £2 per item from April 1. Mr Norman Fowler, Social Services Secretary, announced in the Commons yesterday. This represents an increase of 1,000 per cent since 1979.

Dental charges are to go up by an average of about 25 per cent, with a new system of charges depending on how many teeth need to be filled on each visit.

Private patients' charges are also to rise by 14 per cent — nearly three times the inflation rate — with the highest charges going up by 65 to 200 a night for private treatment at the Great Ormond Street Hospital for Sick Children and the National Heart and Chest hospitals.

The increase in prescription charges from the present £1.60 to £2.00 will raise some £10 million and help to offset the loss of income from the part-privatisation of the opticians from April 1. From same day, NHS spectacles will only be available to children, students under 19, the poor, and those who need special glasses.

The Commons announcement was greeted with cries of Resign from opposition MPs. Mr Michael Meacher, Labour's social services spokesman, accused the Government of an unjust attack on some of the most vulnerable people in society.

He said that the sick were having to pay more for their own medicines in order to pave the way for "even bigger tax handouts for the rich in budget after Tory budget."

Mr Fowler accused him of hypocrisy in calling for more spending on health without

Reagan to send Bush to funeral

From Michael White in Washington

President Reagan is the only leader of a major Western country who will not be attending the funeral of Mr Chernenko tomorrow. He decided against going to Moscow on ostensibly logistical grounds within hours of being woken at dawn by the news of the death of his third Soviet counterpart since taking office.

Mrs Thatcher, President Mitterrand, and Chancellor Kohl all plan to fly to the Soviet capital, either today or early tomorrow. The British party will include Sir Geoffrey Howe, Mr Neil Kinnock, Dr David Owen, and Mr David Steel.

Other leaders who will attend include Mr Brian Mulroney, the Canadian Prime Minister, Mr Rajiv Gandhi, the Indian Prime Minister, the UN Secretary-General, Mr Perez de Cuellar, and President Pertini, of Italy.

In the past there was a short period of uncertainty while a series of high-ranking former government officials offered conflicting advice on morning TV, and the White House stated the possibility that "a change of atmosphere" might make the President more amenable to the gesture than when Mr Brezhnev died in 1982 and Mr Andropov died 13 months ago.

Caution prevailed, and after a 30-minute meeting with foreign policy advisers the decision was announced by the White House spokesman, Mr Larry Speakes. Vice-President Bush, who is already in Europe at the Geneva talks, will again head the American funeral party.

President Reagan later explained that he had inclined towards staying at home, and said: "There's an awful lot on my plate which would have to be set aside." He cited his full schedule, including a book, President Mulroney's visit to the White House, and his long-planned visit to Canada at the weekend, and, by implication, his current budget battles.

Though it would have been difficult to get the President to Moscow by Wednesday, there were some who urged that course rather than the routine message of condolence which the White House issued.

It spoke of continuing to work peacefully to resolve complex problems to create "a more stable and constructive relationship."

But at the back of official calculations is also likely to have been reluctance to commit the President to anything like personal diplomacy with its attendant risks and raised hopes. The Reagan Administration

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College lecturers set to join pay struggle

By Andrew Moncur,
Education Staff

College lecturers are today set to be drawn into a pay dispute which could lead to disruption for up to 250,000 students, spreading the unrest in the education service to a new sector.

The lecturers expect to receive an offer this morning in line with the Government's pay limits. That would amount to a flat rejection of their claim for restoration of salary levels and an improved career ladder for thousands now trapped on the lowest pay scales.

Union leaders believe that Sir Keith Joseph, the Education Secretary, has ruled out any hope of gaining the settlement they seek. They believe that this was made clear to the local authority employers a month ago.

Failure of the pay talks would cause intense anger among union negotiators, who stress that they have been acting in good faith by continuing to talk on the twin issues of wages and salary structure since November.

During that time, when separate negotiations on a structure package for school teachers broke down, the teaching unions were repeatedly told that the only way to gain extra money was by returning to structure talks.

"What we are learning is that despite the fact that we have carried on talking all the way through, there is still no difference if you negotiate or not," said Mr David Trisman, negotiating secretary for the National Association of Teachers in Further and Higher Education.

"I think there will be colossal bitterness about that." The 76,000-strong union is seeking agreement that would acknowledge that their pay was set at the correct level in 1974 by the Houghton Committee. Since then it has estimated that the college lecturers have seen their spending power drop by about 44 per cent.

The union is also seeking a way forward for more than 14,000 people stuck on the upper limits of the lowest Lecturer 1 pay scale (£5,900 to £10,512) and another 11,000 at the same point on the Lecturer 2 grade (£7,548-£12,099).

The career block extends to more senior staff in polytechnics. There are now more than 15,500 on the top rung of the senior lecturer scale (£11,175-£14,061). Nathe has also been seeking a better deal for part-time lecturers, whose lack of security and prospects was described yesterday as "like working in farming at the turn of the century".

The union, suspecting that today's meeting of the Burnham further education committee will yield only the 4 per cent offer made to the school teachers—and already rejected by the union—has decided to ballot members in readiness for disruptive action.

The pay campaign in schools has hit a new peak today as more teachers are called out on three-day selective strikes, in 42 areas, organised by the National Union of Teachers. Members of the National Association of Schoolmasters/Union of Women Teachers are staging carefully-timed "guerrilla" walkouts from schools in 16 authorities.

The NAS/UNT is also calling a half-day strike this morning by its 600 members in Southall, action previously blocked by an injunction granted to the borough council because the union had failed to ballot its members.

The NUT last night wrote to Newcastle upon Tyne council, calling on it—under threat of legal action—not to start deducting pay from teachers taking part in sanctions, which the union regards as withdrawal of goodwill.

The NUT is keeping quiet about what form, precisely, that action might take, saying only that it would take about six weeks to come to court. Another 18 councils are also threatening pay docking.

In Scotland, at least 7,000 teachers will be involved in strikes this week, leading to disruption for one million in six—a total of 135,000 pupils.

The action is being called by the Educational Institute of Scotland, the largest teaching organisation north of the border, in support of its separate campaign for an independent pay review.

Heath degree

Mr Edward Heath, the former prime minister, and Mr Willy Brandt, the former German chancellor and chairman of the Commission on World Development which produced the Brandt Reports, are to receive honorary degrees at the University of Kent. Mr Heath was a member of the Brandt Commission.



Sheffield Labour leader brands leftwingers' public protest as a 'propaganda disaster'

Blunkett calls for London left discipline

By David Rose

Amid signs that revolts against ratecapping are crumbling, Mr David Blunkett, leader of Sheffield city council and a member of Labour's national executive, yesterday savagely attacked London's Labour left.

After Sunday's decision by the Greater London Council to pass a legal budget in apparent contradiction to the policy of ratecapped Labour authorities, Mr Blunkett said the left was "illegally not to levy a rate."

Rightwing Labour councillors openly predict—and some leftwingers privately admit—that the GLC's example may be followed in most or all other cases.

At a meeting of the London School of Economics Labour Club, Mr Blunkett deplored the public acrimony within the GLC Labour group.

The GLC action had been foreseen some weeks ago, he said, and it complied with the shadow environment secretary, said later that the behaviour of GLC councillors who opposed their leadership was "astounding".

Privately, the party leadership at Westminster was expressing some satisfaction at the outcome of Sunday's meeting.

There was no solace for the leftwing rebels either in a meeting of the party's national executive local government sub-committee, which merely "noted" Sunday's events.

The leaders of the 15 ratecapped councils which voted not to fix a rate in principle last Thursday met in London today. The effect of the GLC vote will be high on the agenda.

There is no consensus between the councils on a deadline when failing to have made a rate will make individual councillors liable to surcharge and bankruptcy, but several London councils are being advised that a likely date is April 1.

Rightwing members of ratecapped councils were predicting yesterday that the attempt to break the law would lead to scenes as bitter as those at the GLC. In most cases, they said, eventual passage of the legal budget was almost inevitable.

According to Mr Tony McBrearty, the GLC housing chairman and a member of Haringey borough council, "the only question left is how large the majority for legality is."

He had not had time to establish the voting intentions of all his colleagues but there would only be a success for the illegal strategy "if it turns out we have to sack half our teachers. I don't think that's very likely."

While in public the leaders of the ratecapped councils were still maintaining that non-compliance stood every chance of being implemented, in private leftwing councillors were less confident.

The GLC vote had been a severe blow while council officers were undermining their way by discovering ways to minimise the effects of staying legal.

David Blunkett... council defying the law

Mr Blunkett said the leftwing critics of the GLC leader, Mr Ken Livingstone, who supported making a rate, had been responsible for a "propaganda disaster".

The GLC's strife had swamped the decision of 15 other ratecapped councils, including his own, to continue defying the law: "It's time we acted as socialists did 100 years ago. They had their differences but they knew that if they lost they would deliver the people they were trying to defend over to the enemy."

After the meeting, Mr Blunkett said: "There has got to be more discipline. The Labour Party has got to learn that it is not the sole arbiter of party policy."

Mr John Cunningham, shadow environment secretary, said later that the behaviour of GLC councillors who opposed their leadership was "astounding".

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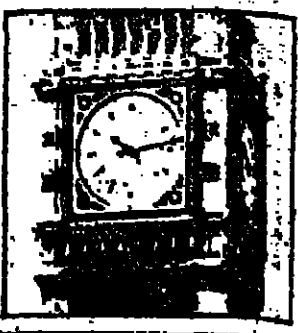
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David McKie

A great issue, a puny response

SOME 150 people were in the public gallery yesterday to hear the Commons debate an Opposition motion on unemployment. Quite a lot of them would have had friends and relations with them, and quite a few perhaps would have been unemployed themselves.

What could they have made of the business down below? What could they have thought, above all, of the shabby, shambling performance of the Secretary of State for Employment, Tom King, the minister specially charged with responsibility for this issue? Perhaps they even read the reports which have recently come from Westminster that Mr King, in his quiet, steady, self-effacing way, is a minister of real potential. What a shame, they must have concluded, that yesterday he hadn't brought any of it with him.

Certainly Mr King had to contend with a barrage of questions and sniping from the Labour side, though a lot of that was his own fault. As Labour's Nigel Spearing said when the minister complained of the Opposition's "levity": "It isn't levity, it's derision."

Mr King had begun—often the sign of a minister unsure of his case—by as-

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saunting Labour's record in government and its future intentions. Unemployment had actually doubled under the last Labour Government, he said—which it did, though that was some time ago now and the 1.3 million labour left behind is a total the Government would surely be glad to recreate.

After that, he laboured away at a resolution debated at the last Labour Conference calling for a 35-hour working week, six weeks' annual holiday and a retirement at 60. That, too, might have been more effective had the Labour Conference not—as Mr King admitted—rejected the resolution; and had he not then gone on to challenge the Labour Employment Secretary, John Prescott, to say which way he'd voted.

It seemed an age before Mr King made way to let Mr Prescott reply, and when he did, he got the answer he should have known in first place: that Labour MPs don't come to Party Conference equipped with a vote.

That was when the rivalry set in: and the speech never recovered. Mr Prescott's opening effort had more of the urgency the casual speaker lacks, and which the people in the public gallery, aware that poll after poll has shown that unemployment is the

Alliance buries party hatchet

By Dennis Johnson

Peace has broken out between the Liberals and Social Democrats in Devon and Cornwall, where inter-party jealousies have for the past year been threatening to undermine one of the Alliance's strongest electoral bases.

Parliamentary candidates have been more or less amicably established in all but one of the 16 seats, with Dr David Owen and two of his most determined anti-merger lieutenants, Mr Mike Thomas and Mr Will Fitzgerald, as near neighbours in Liberal-dominated Devon.

The selection last week of Mr Thomas, the former SDP MP for Newcastle-on-Tyne East, to fight Exeter, is probably the most unexpected development. His emergence at the very heart of West Country Liberalism was the result of a tactical coup which has upset and amazed some of his political allies.

The numerical allocation of seats has been less troublesome, with the SDP settling for six compared with the Liberals' 10, reflecting the historic Liberal strength in the counties.

The selection of Mr Thomas followed a unilateral decision by the SDP to break the Exeter deadlock. "The Liberals were insisting on joint open selection but under our rules they didn't have a leg to stand on," said Mr Fitzgerald, who formerly led the SDP's area negotiating team and has been re-elected as prospective candidate for Plymouth Drake.

"We went to the national committee and told them that since we had no agreement in Exeter, the Liberals have two county councillors and five district councillors who are sustaining Labour in office against a Conservative group with no overall majority."

While the SDP has no local government representatives in Exeter, the Liberals have two county councillors and five district councillors who are sustaining Labour in office against a Conservative group with no overall majority.

At the 1983 general election, the SDP candidate, Mr Stephen Mennell, increased the Alliance share in the constituency from 15.6 per cent to 29.3 per cent, consolidating his party's claim on the allocation in spite of its relatively small active membership.

Only Mr Thomas and Mr Camborne, held by the Conservatives, is now without an Alliance candidate, but one of the favourites for selection appears to be the SDP's Mr Jonathan Marks, the 33-year-old barrister who was only narrowly defeated by Mr Thomas at Exeter.

The seat allocation now is: SDP — Falmouth and Camborne, St Ives, Honiton, Exeter, Plymouth Drake and Devonport; Liberals — Truro, North Cornwall, South East Cornwall, South Hams, Teignbridge, West Devon, Tiverton, Torbay, North Devon and Plymouth Sutton.

Although the Liberals have had a struggle to retain a parliamentary presence in the two counties, Mr Penhaligon is now the sole Liberal MP.

In all seats except those held by Dr Owen and Mr Penhaligon, the Alliance is in second place to the Conservatives, and hopes for big gains at the county elections — in Devon 35 Conservatives are not seeking re-election.

In Cornwall, however, the SDP is unlikely to produce more than 10 per cent of the Alliance's county council candidates.



Mike Thomas: separatist in heart of Liberalism

Bishops try to prevent deportation of couple

By Martin Wainwright

Six bishops, including Dr Graham Leonard, the Bishop of London, have offered support to a Greek Cypriot couple who have taken sanctuary from the Home Office in a London church. The Archbishop of Canterbury may also be invited to mediate in attempts to prevent the couple's deportation.

Orders have been made against Mr Vassilis Nicola, aged 34, and his wife Katerina, aged 38, who have been camped in a side aisle of St Mary's, Euston, for 12 days. They went to the church after exhausting appeals against a Home Office decision that they were not refugees when they came to Britain nine years ago. The Bishop of Edmonton, the Rt Rev Brian Masters, and



Star tells of stolen diamond watch

ELTON John, the pop star, yesterday told an Old Bailey jury how his \$5,000 diamond-studded watch disappeared from his home.

The watch — one of a limited edition by Cartier — was taken in Windsor in 1983. The jury heard that the watch was found three months later by police at the home in Gloucester Road, Croydon, south London of Cornelius Culwick, aged 31, who denied stealing or handling it.

When police searched the house, they found Mr Culwick in his pyjamas and the watch was hidden in one of the elasticated ankles, it was alleged.

Mr Nicholas Freeman, prosecuting, said Mr Culwick later told a policeman who asked where the watch came from: "I will give you a clue — the pinball wizard — now work it out."

Elton John told the court he last saw the watch on a bedside table after he had returned home with three friends, including a man called Tommy Williams.

"I changed into my bathrobe in my bedroom and took off the watch and a sapphire ring," he said. All four had played cards and then watched videos from 1 am to 4 am, when he had

Elton John: watch worth \$5,000



Mr Culwick — watch allegedly hidden in pyjamas

fallen asleep on a sofa until 9.30am.

Later that day he went to sleep in his bedroom, and realised the watch was gone when he woke up at 6pm.

He said he assumed the watch had been stolen in a burglary and reported the theft to Windsor police.

Cross-examined by Mr Anthony Padman, Elton John said Mr Williams was white, about 5ft 10in, blond haired, stocky and wore glasses or contact lenses.

He had known him for up to two years but had not seen him for a year. "I think he is in Los Angeles," said Elton John.

Elton agreed that anyone at the house, including Mr Williams, could have taken the watch.

He said he knew that Mr Williams was bisexual. Later he said: "He is a good friend," and added: "there is no professional connection."

Judge Underhill interrupted: "I cannot see the relevance of this at the moment — he has said anyone could have taken the watch." The case continues today.

Company 'made excess profits on contracts'

Sacked man fights on against defence firm

By Richard Norton-Taylor

The case of a former company director who has claimed that his firm overcharged the Ministry of Defence has been taken up by an accountants' professional body.

Mr Jim Smith, a former financial adviser and director of Aish, a Poole-based company and part of the Horstmann Gear Group which manufactures mechanical equipment, was told he was redundant in the middle of a board meeting in June 1981.

For more than a year, he had been warning his colleagues about the consequences of overcharging the ministry.

Mr Smith accused the company of wrongful dismissal; the company said that he was made redundant because of the need to cut costs and falling defence contracts.

After a long legal struggle, which the Ministry of Defence followed closely, the case was heard over eight days at an industrial tribunal in Bristol in June 1983. At the company's request, it was heard in secret; the MoD did not wish security matters to be made public.

Mr Smith, who is nearly 50, lost the case and failed in his appeal in September 1984 on the grounds that he was challenging issues of fact rather than of law.

Last year he approached the Commons public accounts committee, which had taken a close interest in defence contracts.

In a letter to Mr Smith, the committee's chairman, the former Labour Treasury minister Mr Robert Sheldon, said that from his inquiries "there seems no reason to doubt that the ministry will pursue the various allegations to an appropriate conclusion and taken

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pliers were commercially confidential. Privately, it has confirmed the repayments — which were set at £250,000. Mr Smith has the full support of his professional organisation, the Institute of Cost and Management Accountants.

Mr Smith's problems, the institute said, "have arisen largely from his having taken an ethical stand on a professional matter."

Mr Austin Callaghan, a senior member of the institute's council which has taken the matter up with Whitehall and its own lawyers, said the Defence Ministry argues that legislation prevents it from releasing information about its dealings with companies. The institute, he said, is considering its next move.

It is not unusual for defence contractors to make excess profits. Two years ago, the Guardian reported that the ministry told the public accounts committee that five companies — Ferranti, Smiths Industries, GEC-Marconi, British Aerospace, and Hunting Industries — had back paid money.

Part of the problem is that the contracts frequently involve new and unproven technology where there is no real competition between companies. The ministry has set up a special review procedure covering "post costing" of contracts, an issue on which it acknowledges Mr Smith is an expert.

Mr Smith said he is faced with personal debts of about £75,000.

Mr Smith — lost case claiming unfair dismissal necessary action in the light of their findings. Later, Mr Dale Campbell-Savours, a Labour member of the committee, asked the ministry how much Aish had repaid. The ministry said contractual arrangements with sup-

Vice gang leaders are gaoled

By a Correspondent

The leaders of a vice gang who believed the girls they terrorised into prostitution would be too frightened to complain were gaoled at the Old Bailey yesterday.

The girls were forced on to the streets under threat of violence, tortured, beaten and sexually abused by the men who ran their syndicate from the West Midlands. It was estimated that the proceeds of their crimes ran into millions of pounds.

One victim, who testified that she earned £1,000 on the streets in four years and handed it all over to the gang chiefs. Other prostitutes were earning £300 a night.

Douglas Hatfield, aged 27, described as Britain's leading pimp, of Buchan Road, Peckham, south-east London, was gaoled for six years and three months and Byron Rose, aged 25 of Wandsworth Road, Lambeth, south London, for two years and six months.

Karl Wilson, aged 28, of Hurstbourne Crescent, Wolverhampton, was sentenced to seven years and Robert Solomon, aged 23, of Queer Road, Kilburn, north London, for five years.

They were all found guilty of living on immoral earnings and Harris was also convicted on the charge of kidnapping and assault. Rose was also convicted of assault, Wilson of rape, and Solomon of wounding.

Prostitutes told the court that if they escaped from the gang they were recaptured and taken to a torture chamber at Alder House, Inkerman Street, Wolverhampton.

One victim received hot and cold bath treatment, others were whipped and another was threatened with electricity to her private parts.

After police received scores of pleas for help from the gang victims they formed a special squad to catch the ringleaders.

Six detectives under Detective Chief Superintendent John Marsden worked round the clock to tail the men as they travelled between red light districts in London and the Midlands.

The officers discovered a 14-strong mob of pimps responsible for terrorising the girls. Mr Marsden said after the trial that the gang believed the girls were too frightened to complain. They appeared to be planning to extend the racket to the continent.

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Islanders oppose seabed N-waste dumping

By Michael Morris

The people of the Orkney Islands who defeated plans for uranium mining at a public inquiry in 1979 are preparing for a second battle against nuclear power.

This time they are worried about proposed research of the seabed at Stormy Bank about 16 miles west of the islands, for possible nuclear waste burial, using oil drill techniques.

Environmentalists are keeping a close watch on moves by a London based company, Ensec, which hopes to explore the seabed for sites to bury intermediate nuclear waste in containers within a steel lined well 1,000 feet below the seabed.

The enclosed waste, claimed to be retrievable and monitorable, would be lowered through a pipe from an oil rig, without contacting sea water. The waste would remain dangerous for between 20,000 and 50,000 years.

Greenpeace claims it has refused a request by the company to support a research project. It has now taken sides with the Orkadians, as the islanders are known. The National Union of Seamen which won a temporary ban on sea dumping of nuclear waste two years ago is also taking a keen interest.

The Orkadians are led by a group called the Dunters which adopted its name from an island species of the Eider duck, and which became involved about nuclear matters at the time of the uranium mining proposal.

Recently, the Dunters asked for a meeting with Ensec but the chairman, Lord Newall, replied that it would be a waste of time because "you should not harbour any fears whatsoever, as any method of disposal will be totally safe."

He added: "No area has been selected yet and Stormy Bank is one of the least likely areas to be considered around the British Isles. The eventual site will offer major employment to many people and we are currently processing several applications from some areas who realise our potential."

Mr Alex Copson, the Ensec's chief executive said: "We have written to the Orkney people and we have told them that it is giving the environmentalists what they want and one hundred times more than necessary."

He said the possible site was closer to the mainland than Orkney and if anyone had the right to speak it was the people of Dumfries, Galloway.

Ensec was formed to use related technology to bury waste. Cluff oil and an engineering company have equal shareholdings.

Orkney and Shetland fishermen have voiced concern at the effects of possible waste burial in the area of the finest fishing grounds in the north Atlantic.

Mr David Reid of the Orkney Fishermen's Association said: "All the people on Orkney, not just fishermen, are horrified at the suggestion. People would not want to touch the produce because of the connections with the nuclear industry."

Orkney Islands Council is to oppose seabed research near the island, following its decision in 1979 never to allow uranium mining or prospecting.

A Stormy Bank steering committee has been set up on Orkney to coordinate resistance to any applications for the research.

The issue is also being taken up by the Scottish Conservation Society.

Owl prowls

An "owl prowls" in which volunteers will try to establish the numbers and whereabouts of owls in London, will start on Thursday week, under the auspices of the London Wildlife Trust.

A new radicalism in trade union affairs and an end to complacency was urged yesterday by Mr David Warburton, the chemicals industry national officer of the General, Municipal and Boilermakers Union.

In a speech which opens his election campaign to succeed Mr David Bagnett as general secretary, Mr Warburton told delegates at the chemical workers' conference in Harrogate that the trade union movement stood at the crossroads and needed leadership "which will unite our potential to change industrial, economic and political values."

Mr Warburton, who has not declared his candidacy publicly, said: "We have the choice of accepting the complacent ideas of those who want to be lulled in little ponds of grasping the nettle and raising our sights towards a new radicalism which can serve best the interests of our members and their families."

"We will not be served if we opt for the easy or soft

Swansong for Christian way of learning

Martyn Halsall on religious education in a mixed society

THE assumption that Christianity should have a monopoly in British schools is likely to be laid to rest when the Swann Report on ethnic minority education is published soon.

The 1944 Education Act is vague about the "collective act of worship on the part of all pupils" and the "religious instruction" it requires but the underlying intention is that both should be Christian.

The development of a multi-racial society concentrated the problem in church schools. The stairs to the headmaster's study in St Mark's Church of England primary school, Cheetham Hill, Manchester, are lined with posters explaining the major world religions. Of the 284 pupils who come from 19 countries, 158 are Muslims. Only one-quarter are officially "indigenous."

Local authority guidelines govern the contents of assemblies and religious education. Assemblies concentrate on general religious and moral themes and there are weekly visits by a rector and staff from a mosque.

Classroom religion is welded into various projects. Studies on water, for example, include Christ's changing of water into wine and the spiritual importance of the Ganges.

The school marks festivals of the various faiths, visits churches, synagogues and mosques and welcomed a rabbi and an Islamic leader to its largely traditional reading in Arabic and the school's efforts for Ethiopian relief included a sponsored reading of the Koran. "You can't get much Christianity there with all those Muslims," a parishioner told

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BROAD CHURCH: Children at St Marks, Cheetham Hill, Manchester, tackle the subject of the Church of England. Paul Barnes (top right), the headmaster, sees his school as a springboard for contact. Abdus Salam finds the separation of faith and life puzzling. Pictures by Denis Thorpe

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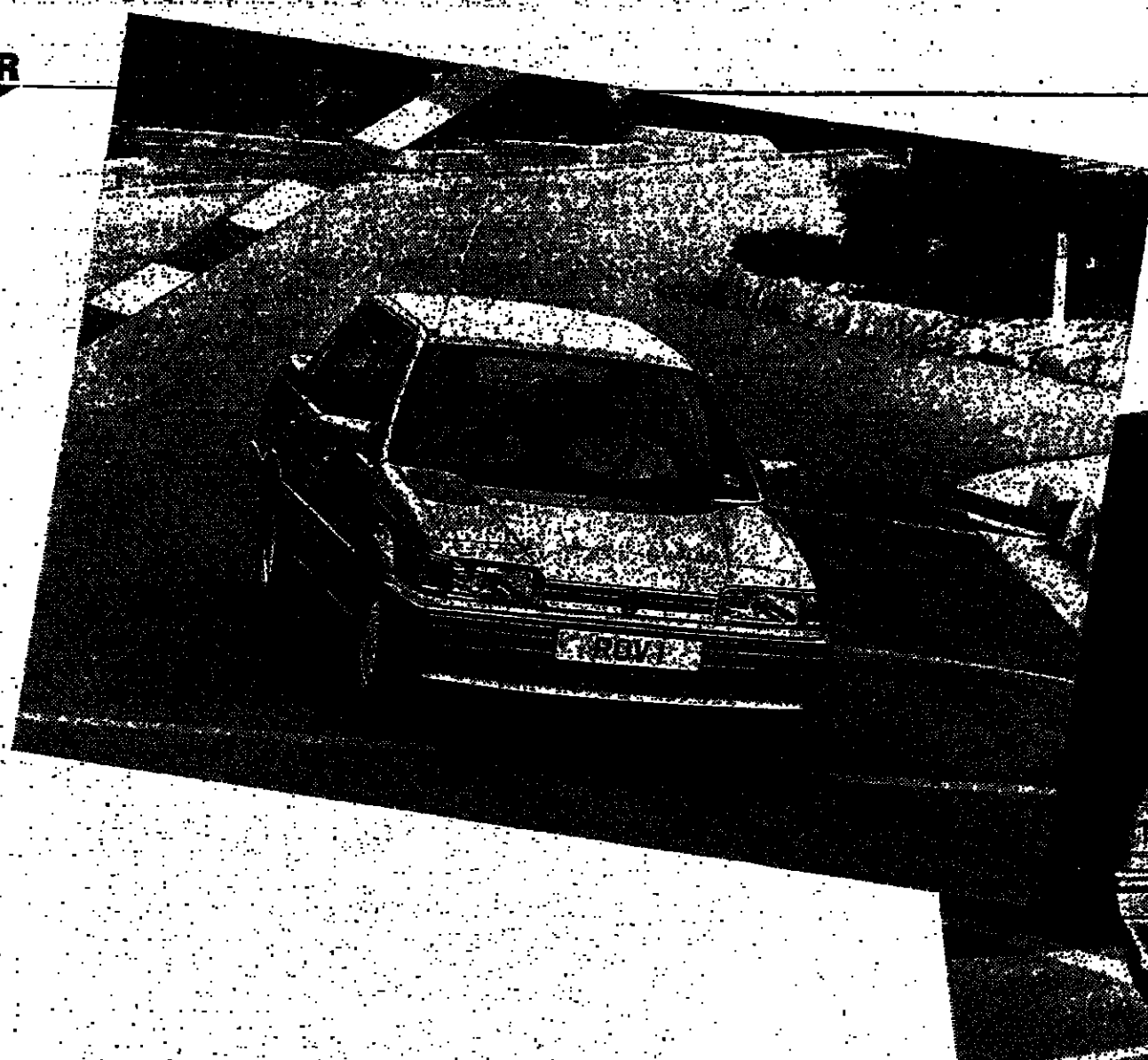
There was only one Christian pupil among the 200 boys at his Islamic secondary school in Pakistan. Churches have emptied while church schools have taught Christianity, he said. The gap between Western religion and culture showed someone was "making a mess" of religious education.

"There is no religious education in that school that I can see, but I have not gone into it in depth."

Mr Salam is puzzled by the separation of faith and life and would appreciate a less Westernised approach to religious studies in schools. The local authority should provide single sex schools for

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The new Rover 216 range. Completing the 7 model Rover 200 Series—from the Rover 213 to the sporty new 216 Vitesse.

The four new models enjoy the powerful, British 1.6 'S' series engine, with fuel injection on the Vanden Plas and Vitesse models.

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Rover 200 series prices from £5,998 for the 213, to £7,899 for the 216 Vitesse (shown). Prices correct at time of going to press, excl. number plates and delivery. †D.O.T. figs: Rover 216 S/SE; Simulated Urban Cycle 32.0mpg (8.8L/100km), Constant 56mpg, 55.8mpg (5.1L/100km), Constant 75mpg, 41.9mpg (6.7L/100km). *Manufacturer's data. Auto option on 216 V6 EFI and 213S.

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Smooth transition in Moscow • No break in arms talks • Funeral tomorrow • Pact countries relieved

Leader sets out his agenda

US delegation hopes for a more positive attitude

Kremlin says Geneva talks go ahead

From Hella Pick

The Soviet Union, underlining continuity of policy, has not allowed President Chernomir's death to interfere with the scheduled opening today of the arms control negotiations with the US.

Soviet agreement to go ahead as planned was given even before Moscow confirmed that Mr Mikhail Gorbachev had been elected to succeed as party leader.

The swift transfer of power in the Kremlin and Mr Gorbachev's personality have already raised hopes in the US delegation that the Kremlin will develop a less negative attitude to space weapons.

After being told of Mr Chernomir's death, the head of the US delegation, Mr Max Kampmueller, contacted the Soviet delegation to say that the Americans "would be willing to accommodate them" in any way they wished, and would certainly be prepared to postpone the opening of the arms control talks until after the funeral.

However, during a preparatory meeting between members of the two delegations yesterday morning, the Soviet Union confirmed that the opening meeting would take place today at the Soviet Mission.

A second meeting is to be held on Thursday on US premises.

Yesterday afternoon, flags were lowered and the meeting in Africa was briefly interrupted for condolences.

The few minutes set aside in remembrance of Mr Chernomir developed into a far from insignificant event.

The Warsaw Pact countries had designated the Hungarian delegate to speak on their behalf. He opted for English, and in a thinly veiled appeal for better East-West relations, stressed that Mr Chernomir had always been an "advocate of understanding between different social systems."

The Chinese delegate concentrated on stressing his country's hope "for normalisation

Quotes from Mikhail Gorbachev's most recent speech, on February 21, 1985:

FOREIGN AFFAIRS: The past four decades without a world war are the result of major positive shifts in favour of socialism, freedom, democracy, and peace in the world arena and are to the historic credit of Soviet foreign policy and all peace-loving forces on earth.

The Washington policy of confrontation clearly reveals the source of the war threat. It is being rejected increasingly actively by the peace-loving peoples as an alien and dangerous phenomenon.

Today the world's peoples are showing tremendous interest in the forthcoming Geneva talks on the entire range of space and nuclear arms. The Soviet Union is going into the talks with a sincere desire to achieve specific results.

Unfortunately this cannot administration's approach. On the eve of the talks the US has embarked on activity which sows doubts as to the American side's true intentions. The world public expects Washington to take a constructive attitude to the talks, based on unwavering observance of the principle

of equality and equal security.

While attaching great importance to the normalisation of relations with the US and to honest talks with it on all the topical issues of international life, we never forget for a minute that the world is not limited to that country alone. The Soviet Union has devoted and devotes great and constant attention to its relations with all states which desire peace and equal, mutually advantageous cooperation.

The Soviet people believe in the good sense of West Europeans and in their interest in preventing Europe—

our common home—from being turned into a theatre of military action and a firing range for testing Pentagon doctrines of "limited" nuclear war. We are pleased to note the desire of many West European states for political dialogue.

HOME AFFAIRS: The national economy must be brought up to a foremost world level in a short space of time, in terms of equipment and technology. Greater emphasis must be put on saving raw materials and fuel. This is not a simple matter. It demands maximum effort, the mobilisation of people's creative

potential, the use of all social, ideological and moral resources, and the enhancement of the responsibility of cadres at all levels.

The main thing now is to be able to transfer the party's aims into the channel of practical solutions and real actions. People judge the results by the way major and minor problems are solved—and shortcomings eliminated. This requires considerably greater organisational competence, and purposefulness.

Professionalism means initiative, responsibility, and the ability to carry out one's duties conscientiously.

Mikhail Gorbachev - General Secretary of the CPSU Central Committee

MOSCOW MARCH 11 TAGS MIKHAIL GORBACHEV WAS UNOFFICIALLY ELECTED GENERAL SECRETARY OF THE CPSU CENTRAL COMMITTEE AT A PRE-TERM PLENARY MEETING OF THE CPSU CENTRAL COMMITTEE THAT WAS HELD HERE TODAY.

17EN ENDS---

Pershing could be offered in deal

From Derek Brown

THE United States is ready to withdraw Pershing II missiles from Europe as part of a general arms reduction agreement with the Soviet Union, European NATO allies were told yesterday.

After an intensive briefing session for the Allies at the NATO headquarters here, on the eve of the resumed Geneva talks, the Assistant Secretary of State, Mr Richard Burt, told reporters that the US was prepared to include Pershing systems in any mutual agreement by the superpowers to cut numbers of intermediate range missiles.

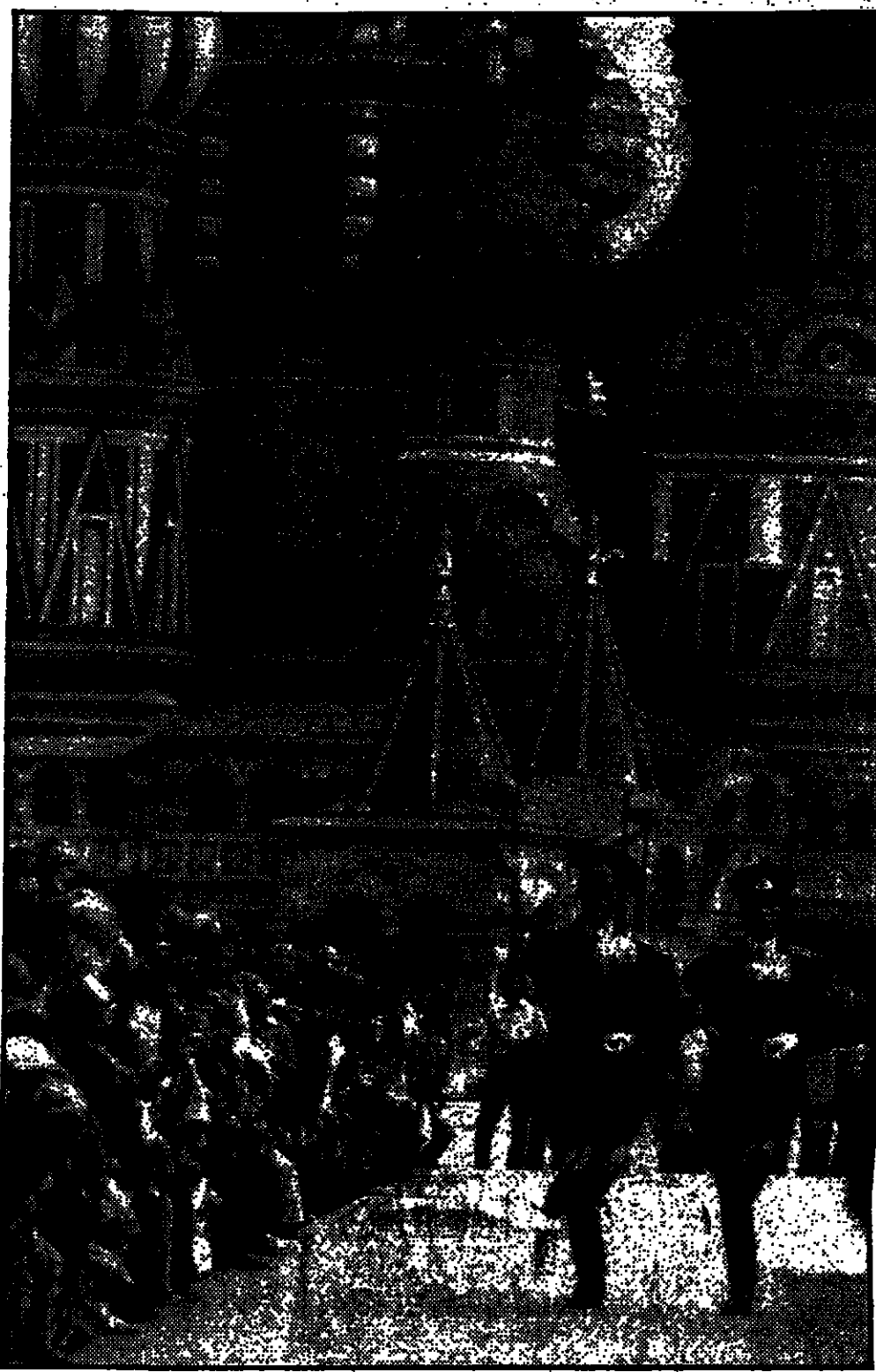
He seemed optimistic that the change of Soviet leadership could mean a new flexibility in the talks. As far as the US was concerned, it would be "business as usual" as the talks resume today.

Mr Burt declined to comment on the choice of Mr Gorbachev as new Soviet leader, but added: "We would hope that the Soviet Union will approach these negotiations from a flexible and innovative standpoint."

The European allies, and Canada, were briefed at ambassadorial and official level in two sessions which lasted most of the day. All three US negotiators took part in an official statement after the confidential talks. Mr Burt said the US remained committed to significant reductions, and the eventual elimination of intermediate range missiles, by both superpowers.

The Allies, he said, had welcomed the resumption of negotiations, and were in full support of the US approach.

"They noted that the US position in Geneva will offer ample room for serious negotiation, towards an equitable and verifiable agreement. They observed that if the Soviet Union demonstrates a comparable readiness to address Western concerns in a serious manner, progress towards an INF (intermediate range) agreement will be possible," he said.



Changing of the guard at the Kremlin: The Secretary is dead; Long live the Secretary

Moscow's helm returns to younger hands

At the time of the 1917 Revolution, Lenin was 47 years old, and when Stalin took over seven years later, he was just 44. Mikhail Gorbachev, although by far the youngest member of the policy-making Politburo, is several years older than either. But when in Lenin's time youth in the higher echelons of the party was clearly the norm, today it is of special significance. There can be little doubt that the arrival of Gorbachev as chief policy-maker signals important changes.

Gorbachev was born in good farming country in the Stavropol area of the northern Caucasus in 1917, at a time when Stalin was ordering the second, and harsher, phase of the enforced collectivisation of agriculture. Before Gorbachev was two years old, it is probable that he had lived through the privations of severe drought and local famine.

Stavropol, roughly half way across the fat neck of land that separates the Caspian and Black seas, is also the region where the late Yuri Andropov was born. He was to become Gorbachev's patron when in power, and Gorbachev remains a supporter of Andropov's policies.

Although Stavropol was occupied by Hitler's forces, Gorbachev was too young to have fought in the war. Certainly, however, he was affected by it, not least because of the stiff competition it led to in his efforts to be educated. The he had credentials as a part-time tractor driver and farm worker, and a period of recognised activism in the Young Communist League (Komsomol). It cannot have been easy, in the last phase of Stalin's tenure — to get into Moscow University.

He joined the party in 1952, a tricky time in view of the then instability of the leader, and was Komsomol secretary at the university until he graduated, in law, in 1955. He remained probably the best formally educated man in today's Politburo.

On graduating, he returned to Stavropol and worked his way up the local Komsomol organisation, specialising in agricultural questions, and getting close to local collective and state farmers. In the last four years of the Nikita Khrushchev era — 1960-64 — he worked closely with Fyodor Kulakov, then in his early 40s and a rising star in both agriculture and in the party apparatus. Kulakov was to get all-around responsibility for agriculture under Leonid Brezhnev, to join the Politburo in 1971, and to be tipped as a probable successor to Brezhnev before dying suddenly — and mysteriously — in 1978.

In 1971, it was perhaps inevitable, given his ability and connections in or near the party's Central Committee. It was also inevitable, given his record, that he succeeded Kulakov in 1978, and became Central Committee secretary with special responsibility for agriculture — one of the most vulnerable positions in the Soviet power spectrum.

In this position, he got close to Brezhnev before he went into decline and while he, too, was absorbed by agriculture and improving food supplies.

In 1979, Gorbachev became a non-voting member of the Politburo and a year later, six months before his 50th birthday, he became a full member. He was then eight years younger than the hitherto youngest member, Grigori Romanov, the Leningrad party leader. The average age of the Politburo was about 70.

But what of the man's character? Brezhnev, before his decline, had a certain warmth and humanity, and spoke his mind forcefully. Andropov had a clinical detachment; Chernomir remained virtually colourless.

Gorbachev, according to all the accounts of people who have met him, is quick-witted, intelligent and well-mannered. His sophistication and knowledge of foreign affairs as well as his spontaneity and sense of humour have impressed people. He also seems to lack arrogance and any sense of ideological superiority.

Siberian base a bargaining counter for Washington team

From Michael White

The Soviet Union started planning its major radar installation at Krasnoyarsk in Siberia within a few years of the 1972 Anti-Ballistic Missile Treaty which it violates, according to expert US opinion.

On the eve of the Geneva Arms talks, the 10-storey potential "battle management station" first spotted by an American spy satellite in 1983 has become the focus of renewed US indignation and seems to be part of a fresh emphasis on the extent to which the Russians are already ahead of America in their own admittedly more earthbound equivalent of the "Star Wars" concept of a defence-orientated strategy against incoming missiles.

In an interview in Newsweek magazine, President Reagan reiterated his belief that a Star Wars non-nuclear defence system should be shared abroad if it proved feasible, so that nuclear weapons could ultimately be abolished. But he voiced the suspicion that if the Soviet Union managed to couple superiority in offensive weaponry with a breakthrough in defensive capacity, "then they wouldn't have to worry about our deterrent," a retaliatory strike they could issue the ultimatum to the world," he said.

It is the fear that the US might achieve such a breakthrough through prompts similar to Russian agitation. But American commentary frequently contrasts its own restraint in the early nuclear age with Soviet expansionism and treaty violation since.

A report in yesterday's Los Angeles Times, to which arms control officials in Washington later gave credence, placed the Krasnoyarsk radar at the centre of a national anti-ballistic missile network when it becomes operational in 1987.

Echoing the weekend comments of the veteran arms negotiator, Mr Paul Nitze, it described the installation as the most crucial breach of the

ABM treaty and one which undermined the problems of verifying agreements.

The US is expected to make a meal of Krasnoyarsk at Geneva and use it to insist on what Senator John Tower, one of its negotiators, has obliquely called "retaliatory forms" of verification — which could mean the elusive problem of on-site inspection. Officials emphasise that American AM-capable radar facilities are, the treaty stipulated, early warning, not close to US borders, lacking the capacity to direct intercept missiles which the Siberian radar will possess.

Dr Manfred Elmer, who wrote the recent report of the US Arms Control and Disarmament Agency on Soviet ABM violations, was cautious yesterday about suggestions that the Siberian site must have been planned "at the very height of the mid-70s. But he said it was reasonable conjecture to date its planning from around 1978 and its building from the 1980s.

judged that their own power increase under Chernomir, and influence was bound to whose own political authority was strictly circumscribed by his many years as near faceless office factotum for President Brezhnev.

Chernomir was born on September 24, 1911, in a remote village, Bolshaya Tes, in Siberia. Even though his name

SOVIET LEADERS SINCE 1917

LENIN. Revolution 1917. Soviet leader until 1922. Died 1924, aged 54.

STALIN. Appointed party Secretary-General 1922. Died 1953, aged 74.

MALENKOV. Prime Minister 1953-55. Now retired in Moscow.

KHRUSHCHEV. Party leader from 1953 till 1964 when dismissed by Politburo.

BREZHNEV. Party leader 1964-1982. Died 1982 aged 76.

ANDROPOV. Party leader 1982-1984. Died 1984 aged 70.

CHERNOMIR. Party leader 1984-1985. Died aged 74.

Mikhail Gorbachev. Born 1931



Indecisive, confusing policies made eastern Europe uneasy

By Hella Pick

For the countries of eastern Europe, Mr Chernomir's leadership has been an uneasy interim period during which the Kremlin's policies towards them have been marked by indecision.

Chernomir made early attempts at greater ideological cohesion, but did not persist with this.

He convened a summit of Comecon, the Socialist organisation for economic cooperation and integration. But virtually nothing has been done so far to follow up the apparently important decisions taken at the meeting held last summer.

On foreign policy, the Kremlin's signals to the east European countries have been mixed, often confusing, and disappointing to their leaders.

While Mr Andropov led the Soviet Union, the Warsaw Pact countries all believed that he would signal their individual situations and was willing to give them a considerable amount of freedom in deciding how best to maintain stability in the Communist bloc. They did not have this assurance under Chernomir, even though Poland was given a surprisingly wide degree of freedom.

While few of the Warsaw Pact leaders know Mr

Gorbachev at all well, there is optimism that he will initiate long needed economic reforms in the Soviet Union that will also make it easier for them to press ahead with economic change and modernisation. They also believe that under his leadership there would be a genuine prospect for reshaping Comecon as an instrument for economic and technological innovation.

It is already certain that the Warsaw Pact will be renewed on its existing terms, for at least another 20 years with a possible extension of 10 more years.

The Warsaw pact countries had been so certain for several weeks that Chernomir's illness had entered its terminal stage, that speculation about the future leadership was occasionally shared with Western visitors.

Warsaw pact leaders, assembled in Sofia, in January, were told that their own long-planned summit had been abruptly postponed.

The meeting in the Bulgarian capital would have been the first summit of the Politburo Consultative Committee of the Warsaw Pact since Chernomir became leader early last year. It was impossible to hold the summit in his absence, even though a far reaching foreign declaration was ready.

Early during Chernomir's tenure eastern European countries believed that the Kremlin's encouragement for an improvement of their ties with eastern Europe.

But the signals from Moscow suddenly changed. Instead the Warsaw Pact countries were expected to join the Kremlin in attacking revanchist tendencies in West Germany. The Warsaw pact declaration, prepared for their abortive summit, is said to have contained a very strong warning for German revanchism and against supporting the Reagan Administration's strategic defence initiative.

By all accounts even the most loyal members of the Warsaw Pact were unhappy when the Soviet Union, still under Andropov, broke off arms control negotiations with the US in November 1983.

The dismissal of the head of the Soviet armed forces, Marshal Ogarkov, further distressed several of the east European countries, who remain convinced that the decision to restrict the Kremlin's guard's resistance to weapons modernisation, and a reconsideration of the strategic relationships with the US.

Old guard selected caretaker leader in preference to younger men

KONSTANTIN Ustinovich Chernomir was already 72 years old when the Soviet Politburo selected him on February 13, 1984, to succeed Yuri Andropov as general secretary of the Communist Party.

He cannot have been an automatic choice for the Soviet leadership, and it took the Politburo four days after Mr Andropov's death to agree on the elderly apparatchik, whose limited experience and already uncertain health were almost guaranteed to produce interim rather than dynamic leadership.

But for Chernomir it must have been a moment of exhilaration when he was nominated for the party leadership. He had been passed over 15 months earlier, when his long-time patron, Leonid Brezhnev, died without having been able to ensure that his "closest comrade in arms" would be chosen to take his place.

In 1982, it was Yuri Andropov who secured the leadership within hours of

Brezhnev's death, and soon set about trying to galvanise economic performance in the Soviet Union, upsetting many vested interests in the process.

Chernomir was one of those whose star distinctly waned during Andropov's first few months. He was not seen in public for a while, and only emerged when Andropov's health began to fail. Then, having secured for himself the ideology portfolio in the Politburo, Chernomir must have set about pulling familiar strings in the party machine, determined to convince the old guard that he would be a much safer successor than any of the younger men in the Politburo.

In retrospect, it seems clear that the king makers, Foreign Minister, Andrei Gromyko, Defence Minister, Dimitri Ustinov, and probably also the Premier, Nikolai Tikhonov, all opted for Chernomir, rather than Mikhail Gorbachev or Grigori Romanov.

Gromyko and Ustinov rightly

judged that their own power increase under Chernomir, and influence was bound to whose own political authority was strictly circumscribed by his many years as near faceless office factotum for President Brezhnev.

Chernomir was born on September 24, 1911, in a remote village, Bolshaya Tes, in Siberia. Even though his name

paraded Chernomir for the power he later gained. His education was minimal and it is not known when he learned to read. When he was only 13 years old, he left his village school and went to work for one of the kulaks, soon to be collectivised.

But within three years, he also joined the village komsomol, the Young Communist League, taking his first step up the party ladder.

By the time collectivisation began in earnest in Siberia, in 1929, Chernomir still in his teens, had been put in charge of the Agitprop department in the local party organisation, a small, difficult republic on the Soviet Union's borders with Romania. Leonid Brezhnev arrived in

stayed a minor minion in the party organisation, had it not been for an encounter of good luck in 1950, when he was in charge of the Agitprop department in Moldavia, a small, difficult republic on the Soviet Union's borders with Romania. Leonid Brezhnev arrived in

Moldavia as party chief. The two men met. Even though Brezhnev was five years older and far more senior, they soon became close friends. From then on, Chernomir rose with Brezhnev, becoming his faithful shadow, and eventually, his office manager.

Chernomir was self-effacing and totally loyal where his patron was concerned, and Brezhnev also apparently found him mediocrity efficient. When Brezhnev moved to Moscow, Chernomir went with him. When Brezhnev achieved the Soviet leadership, in 1984, Chernomir was appointed head of the Central Committee's general department.

In 1976, when Brezhnev's health was already beginning to fail, he secured Chernomir's promotion as a full member of the Central Committee. Two years later, as part of an obvious strategy to prepare the succession, Mr Brezhnev ensured that Chernomir became a full member of the Soviet

Union's top-decision-making body, the Politburo.

When Chernomir, 15 months later, finally achieved the party leadership, he at last had the opportunity to prove that he possessed the leadership qualities that Brezhnev had apparently discerned. He managed, much more quickly than either Brezhnev or Andropov, to acquire the other two principal functions, head of the Defence Council, and President of the Supreme Soviet, which together made him head of state and commander-in-chief as well as party leader.

But the accumulation of titles, and the functions failed to develop into a distinctive political profile. Chernomir seemed to encourage the cult of personality, but nonetheless never carved out a distinctive place for himself.

Chernomir promised to maintain the economic reforms, and especially the anti-corruption drive that Andropov had initiated. But he

was reluctant to ruffle the party.

He had done a certain amount of travel as Brezhnev's sidekick, and had been the Helsinki summit of 1975 as well as accompanying Brezhnev to Vienna for the signing of the SALT II agreement with President Carter. But as relations with the US worsened, the idea of a summit with President Reagan was abandoned.

The Soviet public was told for the first time that Chernomir was ill when he failed to give his scheduled election address on the eve of the poll for deputies of the Supreme Soviet. But a few days later television viewers saw him casting his vote.

Five days later, on February 28, he was seen on television again, receiving his credentials as a newly re-elected deputy.

This was his last "public" appearance, designed mainly to scotch persistent rumours that he, unlike every previous Soviet leader, was about to retire.

Brandt says SPD success is turning point for party

German opposition triumphant in Saarland

From Anna Tomforde in Bonn

For the first time since they fell from power 21 years ago, the opposition Social Democrats believe they have genuine grounds for optimism, after their strong showing in state and municipal elections at the weekend.

According to Mr Willy Brandt, the veteran SPD leader, the party's outright victory in the industrial, economically depressed Saarland — achieved by the Social Democrats' leftwinger, Mr Oskar Lafontaine — marks "a significant turning point" in West German politics.

The SPD, winning 49 per cent of the vote, took over the Saarland state government for the first time since the war. But there are also those in the SPD who are more reserved about the rise of Mr Lafontaine, who stands for radical "no growth" economic policies, and has demanded the withdrawal of foreign troops from West German soil as well as Bonn's withdrawal from the military structure of Nato.

The 41-year-old former physicist, brought up as a Roman Catholic, was one of the most outspoken campaigners for the SPD's turnaround on the issue of missile deployment and is regarded as a strong contender for future national leadership of the party.

HOWEVER, commentators pointed out yesterday that the SPD have already moved to the left since the departure of Mr Helmut Schmidt and that Mr Lafontaine could himself prove to be a pragmatist in office. His close patronage by Mr Brandt appears also to suggest that he will slowly move to more moderate policies.

The SPD now hopes to repeat a Saarland result in state elections in North Rhine Westphalia in May, one of the party's traditional strongholds. It attributed the devastating defeat in West Berlin on Sun-

day of Mr Hans Apel, an SPD rightwinger, to the special circumstances in the city and to the fact that the former defence minister is not himself a Berliner.

Mr Lafontaine was warmly praised by party leaders yesterday for having succeeded in "neutralising the green threat" to the SPD. By placing with some credibility his political emphasis on the environment and unemployment and forcing the Greens "to come clean on sharing power or keeping out altogether," he is seen as having corrected the impression that the SPD was craving for support from the anti-nuclear party, at any price. The Greens, relatively weak in the Saarland, remain well below the five per cent minimum vote requirement.

However, the national spokesman for the Greens yesterday dismissed as "premature and tactical" SPD predictions that the party had passed its peak. They interpreted their performance as a warning that the Greens were better off forging their own image and keeping a distance from the larger opposition party.

As well as drawing encouragement from the severe defeat of Chancellor Kohl's Christian Democrats in the Saarland, the Social Democrats also made strong gains in municipal elections in Hesse. The Greens did well both in Hesse and in West Berlin, where they increased their share of the vote by over 3 per cent to 10.6 per cent.

A 20-year-old electrician has admitted planting a home made bomb in a Dortmund department store last Thursday, in which eight people were injured, two of them seriously. Three other youths were also arrested. Police said there was no terrorist background to the attack, attributed earlier to supporters of the Red Army Faction.

Leader comment, page 10

Portuguese left resumes bombings

From Jill Jolliffe in Lisbon

The terrorist organisation Popular Forces of 26th April (F26) has claimed responsibility for a new round of bombings on the tenth anniversary of the nationalisation of key Portuguese industries.

Seven bombs were directed against foreign-owned companies in Lisbon and the southern city of Evora. They caused extensive material damage but no injuries.

For the first time since 1981, a British company was the target of F26. One of the bombs exploded at 2am in the doorway of the Newstead and Porter insurance company in central Lisbon. A company spokesman said the bomb had caused "a big mess" but it was not serious.

The only other occasion on which a British target has been hit was in May 1981, when a timebomb badly damaged the Royal British Club, an act which was described as vengeance for the death of the IRA prisoner, Bobby Sands.

The other bombs were placed outside two branches of the French bank, Credit Franco Portugais, the private homes of executives from the German Siemens Electronics company and of a Spanish manager of the Lee Jeans company.

The F26 caller who contacted Portuguese newspapers said they were directed at agents of foreign capital in Portugal.

The government of the Prime Minister, Dr Mario Soares, last week announced plans to open up all nationalised companies to varying degrees of private investment.

Factions in Greece square up

From George Coats in Athens

Greek politics appeared more polarised yesterday than at any time since the 1980s, after the veteran conservative leader Constantine Karamanlis resigned, having been denied a second five-year term in the presidency by the governing Socialists.

With presidential elections due this weekend and general elections due by the autumn, opinion was bitterly divided over the weekend's events, with the left wing celebrating and rightwingers denouncing what they saw as a coup.

The opposition leader, Mr Constantine Mitsotakis, the president of the conservative New Democracy Party, said yesterday that the Prime Minister, Mr Andreas Papandreu, was trying to subvert democracy much as in Nazi Germany in the 1930s. Germany never formally violated the constitutional order and Hitler never formally abolished the Weimar republic, he said.

The comments encapsulate the interpretation taken of the weekend's surprise developments by the right, which until the election of Mr Papandreu to head the first leftwing government in 1981, had ruled Greece for more than 40 years.

The key element in Mr Papandreu's initiative is now the Communist Party. Their central committee is due to meet and decide whether to support Mr Christos Sartzetakis — a former supreme court judge — in which case he will squeeze in on the third day of the March 22 election. Greece will go for early elections on May 5.

France cleans up what most fear to tread in

Paris: Entrepreneurs have turned to new technology to solve the age-old problem of what to do with dog excrement.

While New Yorkers use shovels and Londoners make use of their city's parks, dog owners in Paris and other French towns need only walk on.

Souped-up motorbikes or custom-designed buggies will be along behind them to sweep, vacuum, spray and even disinfect.

Trottoirnet, a Paris firm specialising in cleaning, has bought some 375 miles of Parisian pavement each day — one third of the city — with 80 modified motorbikes.

The bikes, driven by helmeted men in green jumpsuits, collect 1.5 tonnes of dog

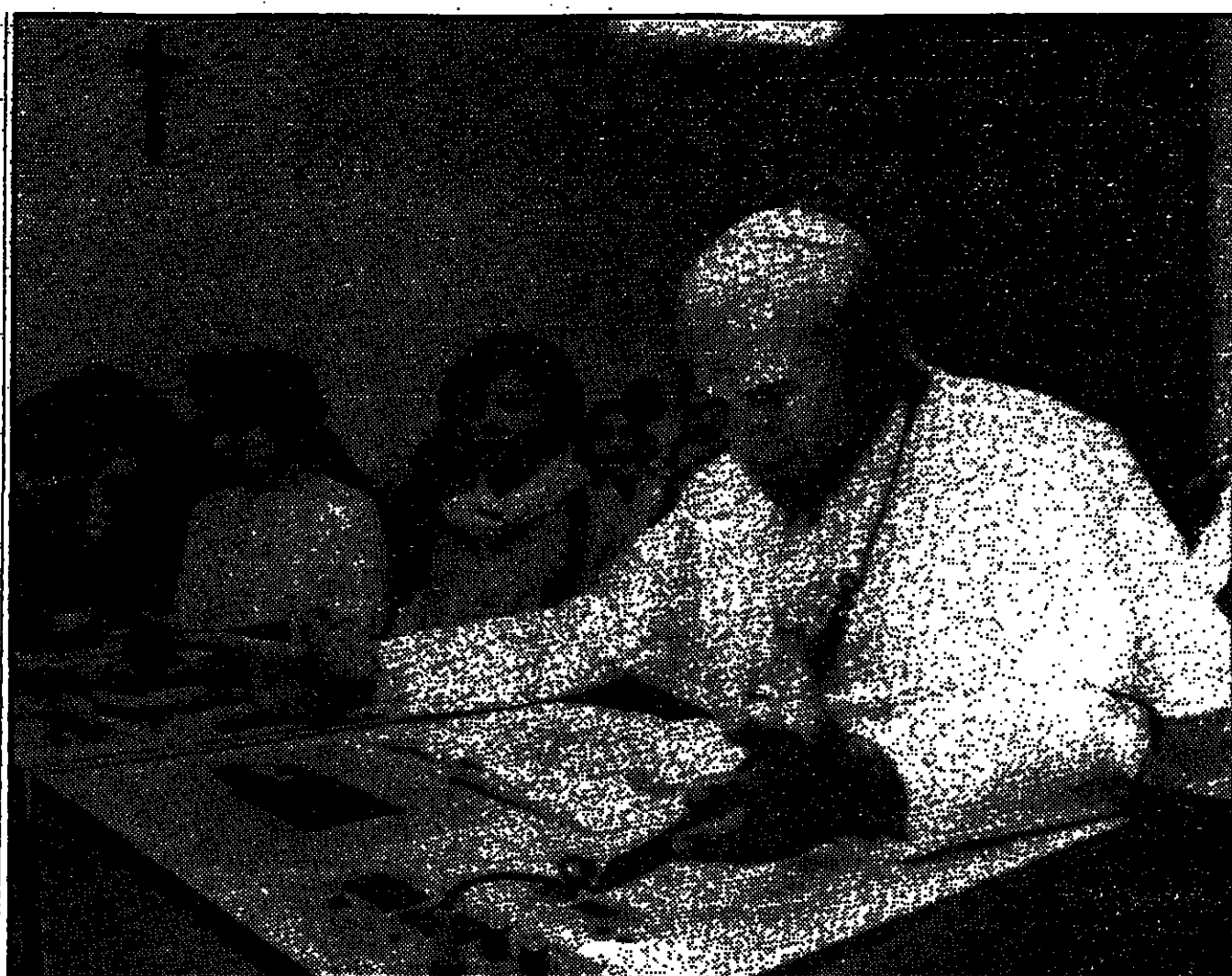
excrement each day — a service which costs Paris \$2.3 million a year.

The firm cleans a further 930 miles of pavement each day in several other French centres, including Marseilles, Lyons and Nice.

Most people show little gratitude, however, and scatter at the sight, or rather smell of the "green men".

"Yes, odour is a problem. But we are creating a new machine that will not only sweep but spray as well," said a company spokesman.

While a pioneer in the business, Trottoirnet faces a mounting challenge: Groupe Service-France offers a \$3,000 machine virtual resplendence. It is a biggy and sucks up waste through two arms and discharges the dropping spot.



The Pope, a gifted linguist, tries his hand with simultaneous translation machines during his visit at the week-end to the Maria Assunta School, Rome, which trains girls as interpreters

National Front consolidates strength in poll

From Campbell Page in Paris

The National Front made no statistical progress in Sunday's local elections but reaffirmed its strength as a national party.

The Communist newspaper, L'Humanite, describing the National Front as a far-right party with Fascist tendencies, and criticising politicians and the media for making its leader, Mr Jean-Marie Le Pen, the star of the campaign, said the party's presence had become much more important and dangerous.

In Sunday's local elections, in which half the French electorate was eligible to vote, Mr Le Pen's party obtained 8.7 per cent of the vote while fielding candidates in July three-quarters of the cantons where polling took place.

The figure is adjusted nationally, it gives the National Front 10.95 per cent, very close to the striking 11.19 per cent which the party obtained in last year's European elections.

National Front candidates did particularly well in the South, which is sensitive to immigration and home to many French settlers from Algeria.

In some cases, candidates were the most successful of the opposition or came a close second. In some Marseilles cantons, the National Front won between

22 and 30 per cent, in one canton in Cannes 26.3 per cent, and in one Nice canton 30.4 per cent.

The party also made some modest advances in areas around Paris since it tends to do well in urban conditions with the attendant concern about immigration. In Neuilly, Mr Le Pen's daughter won 17.2 per cent of the vote.

With the vote counted in 2,028 out of the 2,044 cantons involved in Sunday's voting, the conventional opposition — the Neo-Gaullist RPR, the UDF and various allies — dropped slightly below the narrow absolute majority predicted in computer projections on Sunday night.

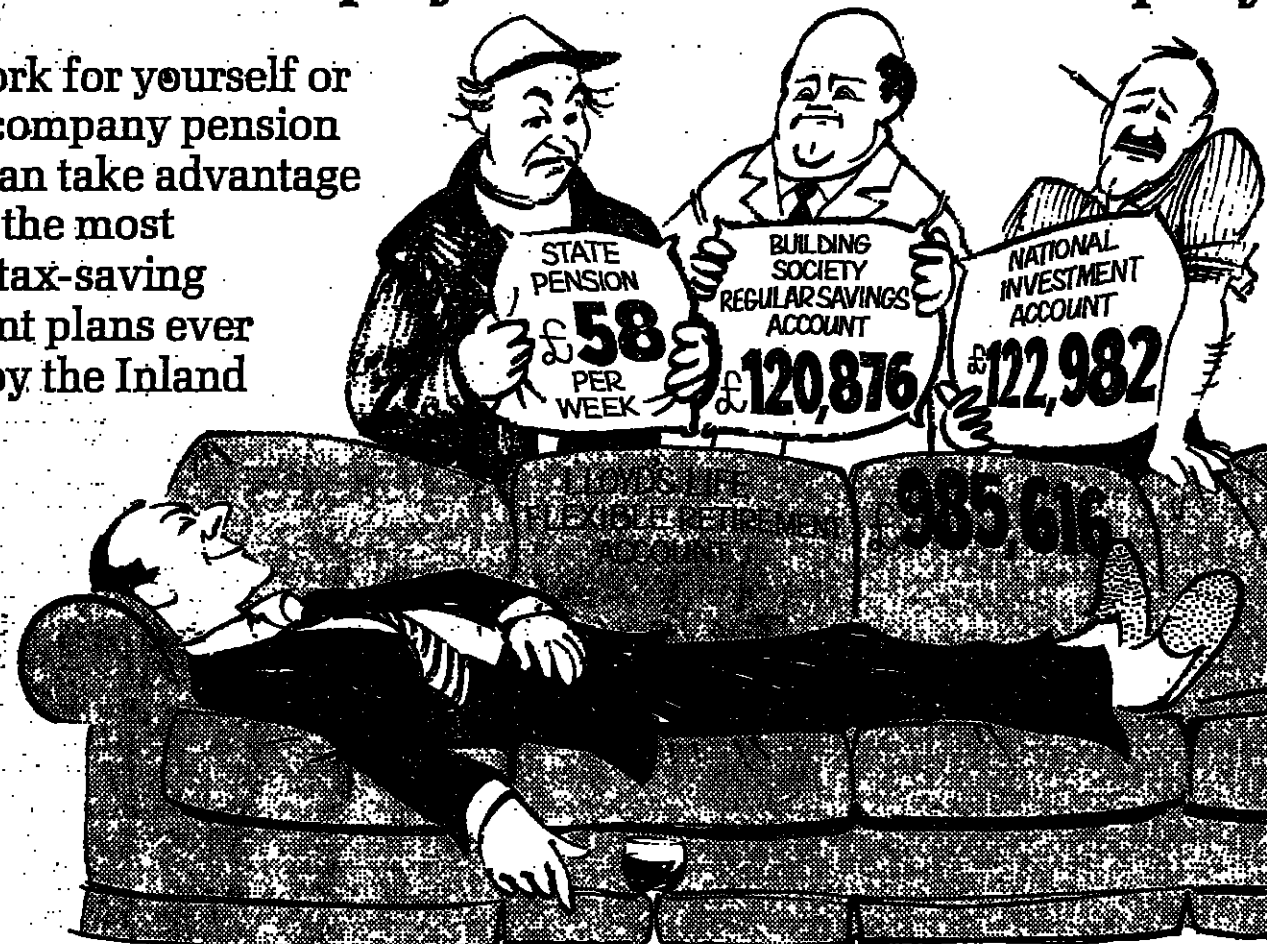
The latest figure was 49.09 per cent rising to 57.79 per cent if the National Front votes were added.

The left, including the Socialists, Communists and various small groups or parties, won 41.39 per cent of the vote.

In next Sunday's second round of voting, which will take place where any of the candidates failed to win outright in the first round, the Socialists' prospects have improved. The Communist Party, after a long silence, has decided to withdraw its own candidates in cantons where Socialists were the most successful candidates on the left in the first round.

Self Employed? Freelance? No Company Pension?

If you work for yourself or have no company pension you too can take advantage of one of the most valuable tax-saving investment plans ever allowed by the Inland Revenue.



The figures shown above (except State Pension) are based on a monthly investment of £50 up to age 65, for a man aged 30 now. They assume Building Society interest at 6.5% net p.a., and National Investment Account interest at 12.25% gross p.a. (8.57% net of basic rate tax).

WHAT WILL YOU HAVE LEFT TO FALL BACK ON WHEN YOU RETIRE?

Looking forward to a long and happy retirement when the time comes to stop working? Or does the thought of existing on a State Pension alone (currently less than £58 a week for a married couple) make you feel distinctly uncomfortable?

Well, if you're one of the millions with no company pension to fall back on, you'll certainly be relieved to know that the security of a tax-free "Golden Handshake" is no longer a privilege reserved for top business executives alone.

Whatever you do for a living and whatever you earn, as long as you're self-employed, freelance or simply in a job with no pension, you can benefit from one of the most profitable long-term savings schemes ever approved by the Taxman — the Lloyd's Life Flexible Retirement Account.

No other type of savings scheme, life assurance policy or Building Society account compares with a Pension Plan. Simply because no other form of saving offers you the same outstanding tax-free advantages.

How the Taxman helps you build up a small fortune.

The Lloyd's Life Flexible Retirement Account is among the most tax-efficient forms of saving available because it gives you the benefit of double tax relief. First, each payment you make (and you can put aside up to 17.5% of your net relevant earnings in any one year) qualifies for a tax rebate at your highest rate of tax. So if you're paying tax at 40% and start saving, say, £100 a month, your contribution will cost you only 60p. Or, if you're paying tax at 30% and put in, say, £500 a year it will only cost you £325. There's no other legitimate method of reducing your tax bill so efficiently.

Yet, better still, there's a second way in which the Taxman helps you build up a substantial nest-egg. A high proportion of every gross contribution you make to your Flexible Retirement Account is invested in a special fund of your choice, giving you the chance of a direct stake in most of the major investment opportunities in the world. But because these are special

Pension Funds, unlike Life Assurance schemes, Unit Trusts or Building Society accounts, the Inland Revenue allows them to grow completely free of both Income and Capital Gains Tax. The benefit to you is that your contributions — already boosted once by tax relief — enjoy a further boost by being invested in a virtual "tax haven". The capital growth that you can expect is therefore considerably higher and faster than with any other type of savings plan available.

The examples illustrated in this advertisement (for a 30 year old man in the headline above, and a 37 year old below), give an indication of the outstanding benefits the plan can provide. But for a no-obligation illustration of the figures that could apply to you, simply complete and return the FREEPOST coupon.

What it all adds up to!

Jim Stevens runs his own Building Contractors Company. He's 37, married with 2 kids and currently pays tax at 45%. His intention is to retire at 65. He starts to contribute £100 a month into a Flexible Retirement Account which gives him...

1. A tax rebate of £540 each year
2. An annual Pension of £23,757 for life.
- OR A tax-free lump sum of £181,285 plus an annual Pension of £27,201 for life

All for a total cost to Jim of £18,450

Note: The lump sum and pension figures shown assume that the fund grows at 10.5% net per annum — the actual growth of the Lloyd's Life Pension Managed Fund over the last 10 years. It is important to realise that future values are not guaranteed, can go down as well as up and may be even, or less than shown. As an example, assuming that a 10% net growth rate could produce a maximum pension of £18,960 on a tax-free lump sum of £181,285 plus pension of £27,201. And at this 10% growth rate, the 30 year old man's benefits shown in the headline would still amount to an annual pension of £13,655, plus a tax-free lump sum of £121,850.

Save what you can afford.

Unlike an ordinary employee, as a self-employed or freelance person it's likely that your income varies — or at any rate arrives in irregular amounts. So, quite rightly, you may be uncertain about keeping up the commitment of fixed monthly payments, year after year. That's where the flexibility of the Lloyd's Life Flexible Retirement Account comes in.

The scheme is arranged so that you can make payments on either a regular or lump-sum basis — or even do both. And in case there comes a time when money is tight you may reduce or even temporarily stop your contributions until business picks up again. However, it's more than likely that your income will keep on going up and you will want to increase your payments annually. Again, this is possible right up to the maximum 17.5% of your net relevant earnings in any one year. In short, the only thing that's fixed and final is the certainty that the sooner you start contributing, the greater should be your eventual reward!

Your choice of payout — when & how

When you begin your Flexible Retirement Account you specify the age you are most likely to retire at — between 60 and 75. Later on, you can choose any date between these ages — even if you're still at work — and take a totally tax-free lump sum plus a substantial pension for the rest of your life. Or you can forego the lump sum, and receive an even higher pension for life.

You make your own choice when you retire. That's what we call flexibility!

Apply before 14th March 1985 and start making your pension work as hard as you do

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13 dead in first raid on Iraqi capital in two-and-a-half years

Baghdad is bombed as Iran agrees to truce

From David Hirst in Kuwait

An Iranian aircraft struck at the outskirts of Baghdad yesterday, but Iraqi aircraft apparently continued to inflict much heavier casualties in their raids on several Iranian cities. In the evening, Iran formally announced its readiness for a ceasefire covering attacks on civilian targets.

It was early in the morning when three Iranian planes struck the densely populated "Saddam City" east of the capital, and strafed a highway in the vicinity. Although there was no official Iraqi confirmation of the raid, one news agency report put the casualties at 13 dead and many more wounded.

According to a witness, a rocket "exploded among the houses" in Saddam City, and there were many dead beneath the rubble.

It was the first raid on the Iraqi capital for 2½ years. Reporting that the planes had hit "strategic targets" there, the official Iranian news agency, Iran, warned that "this is only the beginning" and shows that the Islamic Republic of Iran is also capable of hitting the palaces of the Ba'athist leaders.

According to Iran, Iranian planes carried out 11 missions "outside Iranian territory" during the day. They hit targets in three northern towns, among them Aghah, through which passes the pipeline from Iraq's northern oil fields to the Mediterranean.

In the past 24 hours the southern port of Basrah was

also reported to have suffered the heaviest bombardment for a week. A hundred-and-thirty shells were said to have fallen overnight, and they continued to come in during the day, sometimes at a rate of three a minute. Officials said that dozens of people had been killed.

According to Iran, Iraqi aircraft hit five towns during the day. The deadliest raid was apparently on Kermanshah, 75 miles from the frontier in the central sector. Seventy people were killed and 500 wounded, 200 homes destroyed or damaged.

Two bombs landed in the heart of Tabriz, the capital of Azerbaijan province.

None of these raids was announced from Baghdad. But a military spokesman there said that the Iraqi air force had hit another "large maritime target" near Iran's Kharg Island — the thirty-seventh ship this year.

In a letter to the UN Secretary-General, the Iraqi Foreign Minister, Mr. Tariq Aziz, called for direct talks between him and representatives of Iraq and Iran to work out "clear rules and guarantees for an agreement banning the shelling of purely residential areas."

In Tehran, the Speaker, Hajjotollah Hashemi Rafsanjani, said it was not Iran's policy to hit civilian targets, and he was sorry it was doing so now.

"If it really became clear that Iraq has given up its wicked attacks, we would welcome it," he said.



Israeli soldiers cross the Qasbiyah bridge in Lebanon after patrolling for guerrillas north of the Litani river. In a raid against Shiite villagers the Israelis killed 24 guerrillas and fought a gunbattle with Lebanese soldiers. Ten Lebanese were detained during the operation which began when the Israelis moved into a village just west of their frontier line.

Fear of conflict prevents faster pullout

From David Landau in Jerusalem

Israeli leaders insisted yesterday that they would not accelerate the pace of the army's withdrawal from Lebanon because of the stepped-up guerrilla warfare with the Shites.

He phased withdrawal, over a period of months, would continue as scheduled, the Defence Minister, Mr. Yitzhak Rabin, said in an interview — and Israel's preventive and reprisal actions against the Shites would have to continue too.

But there were indications that this position may be reconsidered when the dust settles after this week's round

of violence. The loss of 12 Israeli soldiers in a car-bomb attack on Sunday, only a few hundred yards from the border, has sent shock waves through the country. A number of politicians, among them government ministers, have already responded by urging a quicker withdrawal.

Both the Prime Minister, Mr. Shimon Peres, and Mr. Rabin are understood to fear that a decision now, following Sunday's setback, to shorten the withdrawal schedule might encourage the Shiite guerrillas to carry on their fight over the border into Israel. This is also the opinion of a leading expert on Lebanon, Dr. Yosef Olmert of Tel Aviv University.

"Yes we should speed up our withdrawal," Dr. Olmert said. But not immediately — or the Shites will see it as a victory.

Mr. Rabin explained, just hours before Israel's reprisal action yesterday, that Israel "has no choice but to fight" (Shites) terrorism which hit at our soldiers today and could hit across the border tomorrow.

Mr. Ezer Weizman, Minister without Portfolio and a close confidant of Mr. Peres, is recommending that the Cabinet consider the amalgamation of phase two of the withdrawal — the current phase begun last week and due to last three months — with phase three which is the final pullback to the border.

Another moderate minister, Mr. Amnon Rubinstein, of the Shinui Party, is considering whether to table this proposal formally at next Sunday's weekly cabinet meeting.

Opposition MPs on the left are calling for an immediate and total withdrawal, arguing that the drawn-out retreat will inevitably cost further unnecessary casualties and deepen the Shites' hatred and resentment.

These sentiments, predictably, have provoked charges of weakness from the right. The Minister of Trade and Ariel Sharon, architect of the Lebanon war, said yesterday that he was "as grieved as anyone over the casualties... but we

have a problem and running away won't solve it."

Mr. Rafael Eitan MP, of the opposition Tzefa Party, who was the army chief of staff during the war, urged that Israel dig in along the Litani river and maintain indefinitely, under its own tight control, a 15-mile deep security belt in south Lebanon.

Under the Government's present withdrawal plan, the army will have reached the Litani line by the end of May and the Cabinet is then to authorise the final pullback to the border. Mr. Peres has promised that the last Israeli soldier will be out of Lebanon by late summer.

NEWS IN BRIEF

Colombo boycott urged

PRESSURE on Mrs Thatcher to call off an official visit to Sri Lanka next month is likely to be increased after a recent trip to the country by two representatives of the Parliamentary Human Rights Group. A motion urging her to cancel the visit has already been signed by more than 30 MPs.

A two-week fast-acting tour of the island, though not to the northern Tamil areas, elicited promises from Colombo that the conditions of political prisoners would be alleviated, but a far, according to Mr. John Kilroy-Silk (Labour) was accompanied by Mr. Roger Sims (Conservative) and the two are preparing a report to be published shortly.

Missile slip

A DANISH naval officer who accidentally fired a surface-to-air missile into a beach house community in Copenhagen yesterday. The judge said Capt. Henning G. Olsen, one of Denmark's leading missile systems experts, had committed a procedural error in testing a new missile test and that was at least part of the reason why a missile was fired, destroying six houses and heavily damaging a dozen more. Olsen had blamed the accident on a technical weakness of the control system of the Harpoon missile, manufactured by the McDonnell Douglas.

Red light plan

THE Hong Kong government is considering a plan to set up special sex districts to combat the problem of prostitution in crowded residential areas of the colony, an official said yesterday. He said hundreds of prostitutes had found a loophole in the law which allowed them to operate "one girl brothels" in apartment blocks and this had led to angry complaints from residents. — Reuter.

Fatal rush

HUNDREDS of screaming fans charged the gate of a soccer stadium in Rio de Janeiro where the pop group Menudo was to perform on Sunday, and trampled two women to death, police said. — AP.

Glistrup free

THE Danish anti-tax campaigner, Mr. Mogens Glistrup, was freed from prison yesterday after serving half of a three-year sentence for tax fraud. — A.

Minister quits

TAIWAN'S Economic Minister, Mr. Hsu Li-Teh, resigned yesterday to assume "moral responsibility" for what officials have described as the country's worst financial scandal involving irregularities at the Tenth Credit Cooperative, Taiwan's largest credit cooperative. — A.

Police toll

AT least 104 policemen have been killed in the past 18 months during China's crackdown on crime. The Security Vice-Minister in Peking, Mr. Wu Zhiqiang, said yesterday. He gave no details of how the policemen died. — Reuter.

Britain pledges £60 million aid to Africa

From Ian Guest in Geneva

Mr. Timothy Raison, the Minister for Overseas Development, told the two-day United Nations emergency meeting on Africa here yesterday that Britain will give at least \$80 million of relief aid to Africa in the coming financial year.

The figure is a decrease on the \$90 million contributed to Africa last year, but Mr. Raison said the amount could be increased if the need arose. He said 110,000 tonnes of food aid would be sent to the 20 African countries affected by the crisis.

The conference began on a sombre note from the UN Secretary-General, Mr. Javier Perez de Cuellar. "Thirty million men, women and children face the grim reality of debilitating malnutrition, starvation and, in many cases, death. Even more are threatened."

"Thousands have already perished. Others are slowly dying, and uncounted more are sick, ravaged by disease born of a slow starvation," he said.

According to the latest figures, the 30 African countries require \$1.7 billion by the end of this year which includes \$1 billion for food aid.

The sharpest exchange of the day happened between the United States Vice-President, Mr. George Bush, and the Ethiopian Foreign Minister, Mr. Goshu Wolde. Mr. Bush told the conference that 2.5 million people in the northern provinces of Ethiopia were not being reached by relief aid.

That was challenged later when Mr. Wolde held a news conference. "The Vice-President was not correct. Food is being distributed," he said. There was no question of a ceasefire with the rebels in the northern provinces to ease the distribution of food aid.

Mr. Bush said the US would make available three million tonnes of food aid during 1985. The Italian parliament last week passed a law providing almost \$1 billion of aid for stricken Third World countries, which would be spent in Africa.

The Vice-President said he spoke as "one who, for the past week, has stood on the parched earth of Africa and seen some of the results of ecological disaster and human failure."

Mr. Bush arrived in Geneva directly from a tour of the most devastated African countries, including Sudan, Niger and Mali.

The conference delegates agreed that added to the pledges during the meeting, it was now likely the 20 countries would get the food aid they need by the end of this year.

Mr. Perez de Cuellar called the special conference, attended by more than 100 countries, to review the progress so far in mobilising emergency aid.

The director of the Israeli Foreign Ministry was expected to ask African leaders at the conference to restore diplomatic ties with Israel, a government official said in Jerusalem yesterday.

Numeiri gaols Muslim Brotherhood members

From Ed Hooper in Khartoum

Just 72 hours after the US Vice-President, Mr. George Bush, left Sudan, several senior members of the fundamentalist Muslim Brotherhood have been sacked from the government, and at least 19 others arrested. Foreign diplomatic sources, however, are putting the number detained at more than 100.

On Sunday, President Jafar Numeiri, in a broadcast, accused an unnamed religious group of plotting to assassinate him and his closest aides in an attempt to "undermine the revolution." He levelled a number of charges against the sect which he called "the most ignorant and hostile people to Islam."

The charges included using religion for political ends, rumour-mongering, infiltrating the army, the judiciary and the banking system, and sowing "seeds of discord" in the South and West. More specifically, President Numeiri claimed that the sect had monopolised strategic commodities such as sorghum, groundnuts and edible oil, indulged in black market dealings, and had formed a paramilitary force which had recently caused a confrontation at the University of Khartoum.

President Numeiri also claimed that they had sought the backing of a foreign power. When questioned about this, a senior ministry spokesman said: "There is a sympathy, if not actual contact, between the Muslim Brotherhood



Dr. Hassan Al Turabi: stripped of his post

and the Shites of the Iranian Revolution."

Dr. Hassan Al Turabi, the President's adviser on foreign policy, is the most senior official to have been stripped of his post and arrested. Dr. Turabi was the President's principal adviser when Sudan adopted Sharia's law in 1983.

Ten days ago he visited Abu Dhabi, and there were rumours of a reconciliation with the Sudanese government. He had been in Khartoum, he talked with Iranian officials.

Five legal advisers and two judges have also been dismissed. They include: Dr. Almakashi Taha Al Kabbashi, who was until last Thursday chairman of the Criminal Court of Appeal.

Mr. Mohamed Adam Elsa, a minister of state, and Mr. Yassin Omer El Imam, chairman of the SSU, have also

been arrested. The Tadamon (Solidarity) Islamic Bank, with its executive board of Muslim Brothers, is widely expected to be closed or reorganised, but Saudi-backed banks are unlikely to be affected.

The reshuffle and subsequent arrests are thought to presage a more moderate approach to Islamisation. Yet, despite the timing, the latest moves may not simply be a result of Americans, IMF and World Bank warnings that economic aid might be cut if Sudan continues to delay interest payments on its debts.

President Numeiri has been looking for a way to undermine the burgeoning power of the Brotherhood ever since he adopted Sharia's law.

The dismissal of Dr. Turabi and his reported arrest, has pushed back into opposition one of the most formidable figures in Sudanese politics.

Dr. Turabi's interpretation of Islamic laws — he once advocated the forced circumcision of the British wife of a local district commissioner who had tried to stop the practice — was not always to President Numeiri's taste. But the two men were reconciled in 1977 and Dr. Turabi established himself in the palace with direct access to the President.

In a recent interview, Dr. Turabi admitted that his influence with the President was on the wane. But he warned that he would not change his brand of radical Islamic politics "inside or outside government."

Woman on treason charge re-elected

Johannesburg: A South African black dissident awaiting trial on treason charges has been re-elected to a senior post by the country's leading anti-apartheid organisation.

A spokesman for the United Democratic Front (UDF), a two million strong multi-racial organisation, said a weekend meeting voted to retain Mrs. Albertina Sisulu, arrested on treason charges last month as the UDF's Transvaal province president.

Mrs. Sisulu, wife of the jailed black nationalist leader, Mr. Walter Sisulu, is among 16 opponents of the Government who are being charged in South Africa's biggest treason trial for a quarter of a century. Mrs. Sisulu is also one of three UDF national presidents.

A UDF official representing the 16 defendants said yesterday that the organisation would ask the US, British, and

West German governments to apply pressure on South Africa following its decision to keep the 16 in detention pending their trial.

Six black people died, two of them in a gunbattle with police, during a weekend of rioting and arson in South African townships, police said.

At least 79 people were arrested throughout the country with the worst violence occurring at two townships in the Eastern Cape province, Tsimus and Kwanobuhle. Riots broke out at Tsimus on Friday night when a man and a woman were killed and a woman injured as police fired birdshot at a stone-throwing crowd.

On Sunday night, two men died there in a gunbattle. "Police were patrolling the township on foot when shots were fired from a house," a police spokesman said. "They returned the fire." — Reuter.

Angolan rebels to release 22

Johannesburg: Angolan rebels will release 22 US, British and Filipino captives on Thursday, 10 weeks after they were captured at a diamond mining complex, a Red Cross spokesman said yesterday.

The spokesman said the captives would be flown from Jamba, the rebels' bush base in south-eastern Angola. The captives arrived at the base of the rebel National Union for the Total Liberation of Angola (UNITA), recently after a 625-mile trek across

Angola, most of it on foot. Units said they were in good health.

Rebels fighting the Marxist Government of President Eduardo dos Santos claim control over south-eastern Angola and conduct raids in most of the rest of the former Portuguese colony.

Units has often captured foreign workers and has held them at Jamba pending arrangements with the Red Cross or foreign governments for their release. — Reuter.

DEMOCRATIC AND POPULAR REPUBLIC OF ALGERIA

MINISTRY OF ENERGY AND CHEMICAL AND PETROCHEMICAL INDUSTRIES

NATIONAL DRILLING COMPANY

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The final date for submission of tenders is set at 60 days from the publication date of this notice.

Any tenders arriving after this time will not be accepted.

Selection will be made within 180 days from the closing date of this call for tender.

Vietnam takes last rebel stronghold

From Nicholas Cumming-Bruce in Bangkok

Vietnamese troops have taken Tamu, the last of the major Kampuchean resistance bases on the border after a week-long attack culminating in artillery and infantry attacks.

The Sihanouk resistance faction, according to a spokesman, had conducted a "strategic withdrawal" in the face of an assault by "wave after wave" of Vietnamese troops and the heaviest artillery bombardment yet of the operations.

"The Vietnamese found nothing but an empty camp," the Sihanouk spokesman said, adding that some forces had immediately been ordered to move deeper inside Kampuchea to attack Vietnamese lines of communication.

Prince Sihanouk's second-ranking commander, Maj-Gen. King Men was killed in the fighting.

With the fall of Tamu, Vietnamese forces have demolished all the main bases of the three Khmer resistance factions in just over four months since they launched their dry season offensive. They are now expected to try to seal the 500-mile Thai-Kampuchean border to strangle the resistance groups operating inside.

Some Vietnamese shells fell

more than 10 miles inside Thai territory, independent Western sources reported.

The number of Khmer guerrillas killed in the fighting is unknown, but Western relief agencies said that 20 wounded were evacuated yesterday, bringing the total since March 1 to 118.

"The Vietnamese wanted to do something special as a gift for President Li," one observer noted, referring to Chinese President Li Xianlan, who arrived in Bangkok yesterday for a five-day state visit, the first by a Chinese Head of State.

Reuter adds from Singapore: The Australian Foreign Minister, Mr. Bill Hayden, said yesterday that his south-east Asian peace mission had failed to break a deadlock over the Kampuchean conflict but he would not "throw in the towel."

Mr. Hayden, on the last leg of a tour which included Vietnam, Laos, Malaysia and Thailand, said that Vietnamese incursions into Thailand had virtually scuttled his efforts to find a solution to the six-year-old conflict.

Meanwhile, Chinese frontier troops have repulsed more than 20 Vietnamese attacks into Yunnan province in the past three days despite artillery barrages, the New China News Agency (NCNA) said yesterday.

DEMOCRATIC AND POPULAR REPUBLIC OF ALGERIA

MINISTRY OF ENERGY AND CHEMICAL AND PETROCHEMICAL INDUSTRIES

NATIONAL DRILLING COMPANY

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150



Oliver Cromwell, right, by Samuel Cooper (1849). Lord Gormley (above) by Hans Schwartz (1984).

Waldemar Januszczak on the fashion for turning galleries into period pieces

Frilled to bits

FOR a nation which is supposed to be reeling under the weight of art cuts we appear to have spent an inordinate amount of time rebuilding our galleries of late. When was the last occasion anybody remembers being able to travel freely around the National Gallery, or the V&A, or the Tate, or the National Portrait Gallery without coming across some room or other which has been blocked off for restoration and repair?

Are we to suppose that some time in the late seventies all our major collections, public and private, from the Wallace Collection to the Dulwich Picture Gallery, collectively experienced a rapid deterioration in their fabric which made immediate repair necessary?

We should suppose nothing of the kind. Our galleries have succumbed neither to dry rot nor to rising damp, but to a much more devastating blight—fashion.

The new fashion requires that galleries should be returned to a vague approximation of their original state—usually camp Victorian—or worse, to a vague approximation of the period in which they deal.

A good example is the mock-Tudor setting of the new Tudor galleries at the V&A. For the transformation of an entire museum see the new mock-Victorian Manchester City Art Gallery, where a once sombre building has been turned into some kind of ersatz Victorian boudoir.

A relatively modest attack of the blight has been in the new Stuart Galleries at the National Portrait Gallery. According to the fashion, pictures must be hung in tiers, so that you can't see them all properly, and the room furnishings must vaguely approximate a typical living room of the time, so that you have to contend not only with somebody else's loud taste in wallpaper but also in paint-colours—in this case, black. Good old unprejudiced white is definitely out.

And so at the National Portrait Gallery a century of

cultural achievement unmatched in British history in scale, scope, ambition and complexity has been reduced to a suite of rather frilly rooms which look, in places, as if they have been hired from a theatrical costumer. Every square inch has been packed with pictures, sculpture, display cabinets, "period wallpaper," creating an irritating visual busyness.

No sadness, no grief, no sense of history is allowed to poke through the massed ranks of faces arranged along the wall devoted to actors in the Civil War. Chronology, themes, even shades have been ignored in favour of an all-out decorative effect. Hothurst's imposing handsome Prince Rupert follows Robert Walker's dour Cromwell. Lely's masterful portrait of Henry Marten, that "determined regicide," a man with fierce, king-hater's eyes and a face of grand drooping ugliness, finds himself in the same company as William Dobson's dashing cavalier, Richard Neville.

Although the display is clearly intended to cover-up the paucity of real masterpieces from the era in the collection by presenting us with a crowded general impression, the missing masterpieces are noticed. And even those memorable early successes of the British portrait tradition which are there, like Robert Walker's key and melancholy Evelyn, have been reduced to the status of a cigarette card.

The greatness of Van Dyck has been almost completely obscured. Despite the addition to the collection of his charming allegorical portrait of Venetia Stanley and his child portrait of the future Charles II. Without a major Van Dyck full length display, the result is a disquieting and ineffective.

The benign postman, Tom Jackson, stands at the centre, a hand thrust in his pocket, a jaunty angle to his moustache. Only the distinctly sinister figure of a former railwayman leader, Sir Weighell, refuses to look as if he is enjoying his new found respectability.

With his eyes staring unwaveringly ahead, Weighell seems as if he might still be a match for Robert Marret, that stern, squinting Margaret Thatcher, who so recently occupied this very same spot in the gallery.

became the cultural centre of Europe. It is of course not the National Portrait Gallery's fault that the greatest of these masterpieces remain unseen and inaccessible in the corridors of Buckingham Palace.

By a curious and rather implausible coincidence, Whitehall, the scene of Charles I's cultural triumph, appears in the background of a new painting recently unveiled by the gallery, a triple portrait of the three notable union leaders of the seventies, Messrs Gormley, Jackson and Weighell.

Joe Gormley's transformation from union lord to the real thing is now complete, judging by the expression of stern dignity given him by the artist, Hans Schwartz. It is a look which one sees all over the National Portrait Gallery on the faces of minor princes, important clergymen and inconspicuous politicians. On Joe Gormley's face it seems faintly ridiculous.

The painter has chosen to show our noble union leaders in Trafalgar Square where they stand at the feet of one of Lord Leighton's lions so that Whitehall stretches behind them and 'Big Ben' chimes on the horizon, to symbolise their proximity to the corridors of power, perhaps.

Schwartz, a much livelier portraitist than most who are commissioned by the NPG, uses a stiff, Camden Town colour scheme which turns the sky a billous yellow and the architecture a glaring red. The result is a disquieting and ineffective.

Home thoughts from a ward

Hugh Hebert on two views of the NHS

EVERY now and then you clap your telescope to your good eye and observe that the NHS is doing better. The NHS is getting better, not worse, only you see doc. I just have this feeling in my gut...

It was, I have to say a slightly churning feeling by the end. For the first time, we were told, polls revealed that the public were beginning to lose confidence in the NHS, yet the only pollster we saw quoted — Gallup — told us 93 per cent of people were satisfied with the treatment they got. The service is treating more patients with more doctors and more nurses, yet here we are in St Thomas's Hospital and half the baby equipment is obsolete and the scanner is practically on loan from the British Museum.

Ten years ago, we were told, London spent £50 a head a year on health care, Stoke less than £20, so did we find out what was being spent now? Well, no. And did we go to Stoke? Well, actually it was Halifax. And in Halifax there was a heart specialist telling us his budget for pacemakers had been cut two per cent in the past year while demand is increasing; meanwhile two medical wards have been closed and are to re-open soon, as they say of theatres, as geriatric wards. Though it just so happens that this other witness, ladies and gentlemen, tells us Halifax has lost beds for the elderly.

Panorama by contrast had one clear message, laid out for it in the report of an all-party parliamentary committee. The policy of caring for the mentally ill on the community is useless and cruel if you are at the same time cutting down the facilities available in the community to provide the care.

At which point the signals from the two programmes do seem to agree, for the policy in ordinary hospitals is to shovel the elderly out as soon as you can in the hope that someone, somewhere in the community will pick them up and set them on their feet. It's healthier for them, of course, to be in their own homes, and it does wonders for the statistics of health care. Of course, you think, that's it, medical care as a branch of the fast food service; which is probably why I just have this feeling in my gut, doc...

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TELEVISION

Ronald Atkins

Repercussions

EVERYONE knows that the origins of jazz, blues, gospel and all forms of black music can be found in Africa. Very occasionally, someone tries to prove it. The seven hours that make Repercussions on Channel 4 compulsory viewing for anyone remotely interested in black music do not actually spell out the links.

Each programme gives a self-contained account of its subject: last night, rhythm 'n' blues; next Monday, drummer Max Roach; then back to Africa, with a passing glance at the Caribbean. Before looking at the project as a whole, it must be said that each one provides a delight. They are also unique: gospel music may be all the rage on television, yet Repercussions has unearthed groups that do without organs, hand-crochets and musical accompaniment. Narrative is leisurely and builds through repetition: the musical analogy is underlined when Max Roach constructs a drum solo around a recording of Martin Luther King's speech 'I Have a Dream'. You could not ask for a better illustration of the cultural heritage the New World shares with Africa.

The gospel programme stands out. Not only are the Sterling Jubilee, the Harps of Melody and the rest worth hearing for themselves but the range and virtuosity of their close-harmony singing add a new dimension to an idiom we want to think we were familiar with. With the saxophone perambulations of Big Jay McNeely—a postman who plays Bach on the flute for relaxation—as the highlight of Legends of R&B is the sight and sound of Lloyd Glenn playing How Long Blues, a solo in the tradition of men like Jimmy Yancey who showed the world that blues piano can be both cool and beautiful.

Africans are learning as Asians have done, to present their classical music for Western consumption and, for good or ill, most of us treat our music as art whereas in Africa it retains a communal base. It is a match for Robert Marret, that stern, squinting Margaret Thatcher, who so recently occupied this very same spot in the gallery.

and good sense of the lively text (a decent Haydn adaptation) made Yakar's bad fairly as usual the most theatrical of Handel's creations.

Anne Mason seemed well suited to the range of Dardanus, with some pleasingly warm tone. What was a good deal less satisfactory was the edgy, ineptly supported, almost vibratoless timbre of Patricia Kwellia as Ariana, the most feminine of the roles, yet the least flowing, limp or relaxed of the performances.

Miss Kwellia is an early-music specialist, yet her inability to get round the divisions in a properly balanced, poised fashion with her sort of vocal technique, and her lack of expressive colouring to match the text, should surely make her think again.

Did those expressive limitations from which early instruments were longed to escape?

TO GET genuine Handel, we need first to try to imagine how he would have regarded the inevitable compromises of reviving his music today, with different singers and theatres and no continuity in performance style to go on.

The BBC's latest birthday tribute was an "authentic" recording of Amadigi di Gavia, modelled on the performance of May 17, 1715 but not refracted through any kind of theatrical production process.

As expected, Roger Norrington's conducting produced a typically spritely and appealing performance, very suitable for the European Broadcasting Union for which it is a BBC contribution. The balance here, with forward oboes and strong trumpets and restrained strings, was stylish and elegant.

More questionable was the singing of this delightful work, which exploits the magic psychological scenes already seen to care for any of her characters. They all make speeches rather than talk and the most plausible convincing and telling speech comes from Jessie's awful husband.

It may be that there is more to the plan than Peter Farago's production at the Birmingham Rep Studio brings out—for such a naturalistic piece it was acted in an awkwardly stagey way.



Max Roach — Television

RADIO 3

Tom Sutcliffe

Amadigi Di Gavia

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have enough experience to be able to satirise the technique, themselves, as well as the subject matter.

The funeral in question is that of Sir Winston Churchill in 1965. The stately progress of the coffin on a river launch is relayed on the radio at precisely the time when a local fishmonger falls into his fresh fish tank and drowns. From there on the two funerals become interchangeable. There is a good deal of leg pulling about the solemnity and ceremony of the ex-First Sea Lord's last voyage, while the life of the fishmonger floats by in a series of gruesome flashbacks.

Much of the show is inventive. There are some longeurs and some of the incidents are gratuitous. But the company, justly, succeeded in holding the interest by sincere application and assured mastery of performance art techniques.

Phillip Mackenzie imitates Churchill and the fishmonger. Trade Gilman plays a distinguished mourner and the fishmonger's wife, Chris Marshall and Jim Ellis play a pair of sinister undertakers and the fishmonger's children. There are some well worked-out set-pieces, and some nicely timed comic business in the style of the Mad Hatter's Teaparty. Without the humour The Funeral would be very pretentious indeed. Once again one could not help wondering when this style of theatre was going to be put to some pertinent use.

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GALLERIES BRIEFING

Richard Deacon (Tate Gallery until June 16). It has become clear that Richard Deacon is not only the most talented of the young British sculptors but also the one who might most fairly be described as the heir to Hepworth, Moore, Caro—a true modernist. Five important pieces made by him over the past two years go on show in the Gallery of New Art.

TSW National Open Art Exhibition (Camden Arts Centre until April 7). Even by the mixed standards of mixed shows this one is a relentless series of ups and

downs. The highlights are provided mostly by Paula Rego, Eileen Cooper, Annabel Cullen and Mary Mabbitt.

Judy Chicago's Dinner Party (The Warehouse, 38-41 White Lion St, N1, until May 26). An extraordinary work by an artist fated to lug around the world's best known feminist artist. Although this entire enterprise suffers rather from American-style over-presentation, it is a genuinely fascinating installation, a kind of giant Last Supper, attended by 39 of history's most eminent women.

Whitechapel Open (Christ Church, Spitalfields and Bishopsgate Institute, until March 31). Whitechapel artists continue to find new venues for their annual open

exhibition. Hawkmoor's marvellous Christ Church provides half this year's venue. The exhibition's catchment area, the East End, contains not only the greatest density of artists in Britain but also a disproportionate percentage of the best.

Waldemar Januszczak



BARBARA ART GALLERY 01-588 4141
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BACH & THE WORKERS
TRADITION & HERITAGE
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DOUGLAS PROJECT 01-581 5275
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JUDY CHICAGO
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until March 31
10-6 daily but Sat 10-5.30
(closed Mondays Sun to 1.45 £1.70)

HOUSEWORK
39-41 White Lion Street, N1
THE CHERRY PARKY
until May 26 Times-Sat 10am-6 pm
(Fri until 8 pm) Sun 2-6 pm (25p)
(closed Mondays, Tuesdays, Wednesdays, Thursdays, Fridays, Saturdays, Sundays, Bank Holidays)

WHITECHAPEL ART GALLERY
217 Old St, EC1
01-764 6662
Open Exhibition
at Whitechapel Institute
217 Old St, EC1
and Christchurch House, EC1
until May 26 Times-Sat 10am-6 pm
(Fri until 8 pm) Sun 2-6 pm (25p)
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The Royal Ballet

with Return to the Strand
Number Three (a new ballet by Michael Corder)
Tonight and March 14, 29; April 1 at 7.30pm
with Different Drummer/Façade March 20
at 7.30pm
with Ballet Imperial
17 Haymarket on average March 25, 28, at 7.30pm
Royal Opera House Tickets £1-£20
01-240 1066 Access/Vision/Deaf Club

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with Return to the Strand
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Tonight and March 14, 29; April 1 at 7.30pm
with Different Drummer/Façade March 20
at 7.30pm
with Ballet Imperial
17 Haymarket on average March 25, 28, at 7.30pm
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Book of words

THE WORLD of dictionaries has quietly revolutionised itself in the last few years. Once the aim was to have a single, authoritative, fairly expensive dictionary in the home for the lifetime of a whole family. Now publishers are trying to achieve the dream already realised in the United States: different, cheaper, specially targeted, regularly updated—and therefore regularly repurchased—dictionaries for each member of the family.

The first edition of the Oxford Children's Dictionary came out only nine years ago. Now we have a "new, thoroughly revised" edition with 12,000 headwords covering all the words children are likely to need in talking and writing. Coming from the Oxford imprint, that is a very considerable claim. It contains "many terms relating to recent developments in technology" (to ram that point home, a home computer is pictured on the cover) and is meant to be "explanatory and easy to use."

It is certainly easy on the eye. The headwords are in blue type and the pictures are nice; if anyone needs to know what a flamingo looks like,

there is a graceful wash drawing of one here. Above the word *flamingo* there is a stylised drawing of a machine in the Honda 50 to 80 range. The only problem is that—as Honda confirms and as would-be teenage bikers need to know—these machines happen to be motorcycles, a legally separate category under successive Road Traffic Acts. Under the old Act, mopeds needed pedals. Honda 50s and 80s didn't. Under the new Act, mopeds need to be governed to 30 m.p.h. maximum. The Hondas don't.

Well, even Homer nods. What about computers? It is, as it should be, so *memory* in the computer sense, and *bit*. But *byte* isn't. Neither is *band*—and neither is *kilo*—(in the normal dictionary sense of 1,000 of something) because this brave new dictionary seems to eschew defining boring, fuddy-duddy Greek or Latin words. Thus it gives a *kilo* no way of discovering that *kilo* is an abbreviation for *kilobyte*, the universally used measurement of computer memory.

This is not a book which leads you from one word to another or from one word to another reference book, as a good dictionary does. For instance, most dictionaries define fine rats and mice (which are not scientifically specific terms) by calling them rodents and listing one or more of their genus names, which you can if you wish then look up in an encyclopedia. The Oxford's stab at *rat* is "an animal like a large mouse" that wouldn't do much to prepare a child brought up among fieldmice for his or her first sight of a coypu or dockland rat.

(Already published in paperback by Sphere, £2.25. Oxford University Press hardback due out on March 28 at £5.95.)

Design helps get jobs

DESIGN education helps young people get jobs. This emerges clearly from a survey recently completed by the Board for Design of BTEC (Business and Technician Education Council).

Seventy-five per cent of students who last year completed higher national diploma courses in design found full-time jobs and almost all of these jobs (96 per cent) were directly related to the courses studied.

Having "work experience" in a company during the course was a clear advantage. Some 17 per cent of all jobs found were claimed to be as a direct result of an attachment to a firm. Some 16 per cent of all students who qualified started their own business or are free-lancing.

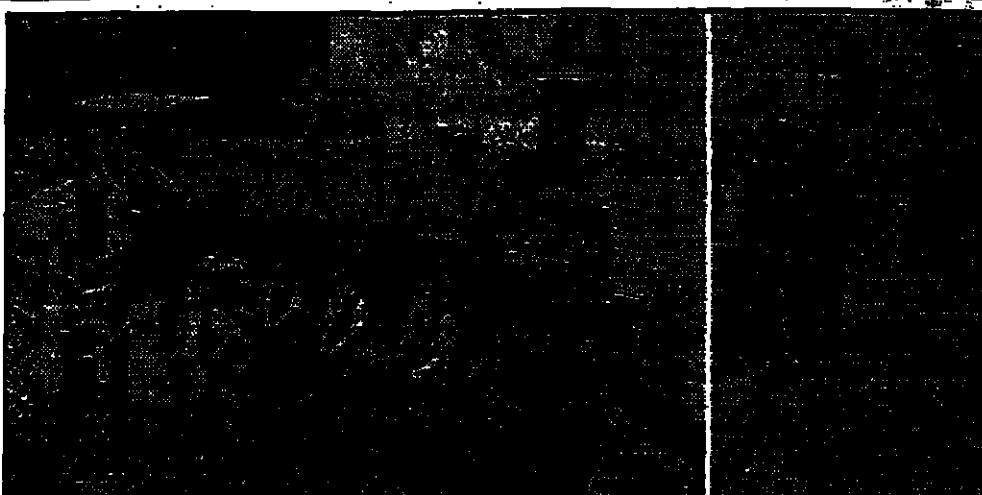
Fifty-two colleges were canvassed for the survey and 1,150 students. Although the colleges which replied were spread throughout England and Wales, 60 per cent of the jobs found were in London and the South, with 18 per cent in the North and 13 per cent in the Midlands.

Arts, too, can help

THE ARTS are under threat and it extends to the schools and universities, where jobs and departments are steadily disappearing. The art teachers at Haggerston Girls' Comprehensive, Hackney, are concerned about this, which is why they are mounting an exhibition, *Art Works*, in the school on March 19 and 20 to show how art can be both a creative and a career.

Art works in the school on March 19 and 20 to show how art can be both a creative and a career. It contributes to young people's personal development and, possibly, provide the basis for a wide range of careers in art and design. Though they don't intend to push art as a career choice, they hope it may help to provide answers to those awkward questions parents ask at 13+ options time: How will the subject help my child get a job? What do artists do, anyway?

Jennie Lomax, of the Whitechapel Art Gallery, has enlisted the help of London colleges, which will show examples of fashion design, design technology and work done on foundation courses, as well as providing speakers. Local employers and lecturers will be present, as will people



Milford Haven schoolchildren restore an 1876 engine, and pupils from Bedales tackle an 18th century barn

REBUILDING 18th-century barns and restoring a Victorian steam engine are projects which won two schools conservation awards given by the Conservation Foundation and presented last week by Patrick Jenkin, Secretary of State for the Environment. The schools were among hundreds of entrants.

Bedales School, Hampshire, with 350 pupils in the senior section, has nearly completed the reconstruction of two barns after 7,000 hours' work by 200 pupils. The first barn is now an office for Outdoor

Work—the school's independent horticultural wing. The second will house a forge. "An ironmaster will be brought in. We'll also have bread ovens," explained one of the pupils.

John Rogers, theology teacher, has helped to produce a booklet about the enterprise, which can be used by other schools to inspire different schemes.

Milford Haven Central Secondary School, Conservation Society, formed by science teacher Phil Ormond, is nearing the

completed restoration of Margaret, an 1876 engine named after the owner's wife. About two dozen pupils are involved, some working on special effects to make the engine appear life-like with real smoke and a sound track—but these come from a local theatre. Her innards don't function anymore.

The pupils, who work on the engine on alternate Sundays, wear costumes based on those worn by navvies who built the local line. Margaret is among several vehicles at Scotton Manor Museum, Havertonwest, Dyfed.

Schoolgirls tame the shrew

DOWN in London's East End the Theatre Royal, Stratford has just launched the first major Shakespeare production to be influenced by schoolchildren. Director David Ullt and the all-female cast of the Taming of the Shrew (on until April 16) spent three weeks in a dozen local schools modernising the shape and design of the piece with groups ranging from fourth year CSE to sixth form A-level students. The idea was not only to help them understand the practical problems of the play but also

actually to involve them in the decisions being made.

By giving their opinions on personally relevant areas such as the parent/child relationship around which much of the action revolves—pupils helped the director provide a realistic context for the cast to work in. Their rapping skills came in useful as well since Ullt wanted to bring out the rhythms of the Bard's verse in a particularly modern way. As a result, several afternoon sessions were devoted to the more musical kids leading the players through parts of Shakespeare's text, as though he were some kind of Elizabethan Smiley Culture.

Singing by sight

WHEN the tonic solfa system which John Curwen invented first hit the schools of Britain it took off like a bush fire, particularly in Wales, the industrial North of England, and Scotland. By 1880 there were three million children being tested in tonic solfa by HM inspectors. Its fading since the 50s was almost as dramatic.

Now we have the revival—the New Curwen Method—and it is gathering momentum. Much of the enthusiasm of teachers has come from demonstrations of pupils confidently singing.

Classes from Essex and Redbridge schools will be helping at this year's London conference of the Curwen Institute, at the Guildhall School of Music on April 25. The classes will be helped by the author of the New Curwen Method teachers' books, Dr W. H. Swinburne, in demonstrations of junior and senior classwork. Peter Isherwood, director of the Coventry Centre for Performing Arts, will discuss the retraining of class teachers for music specialist work, with demonstrations from students on the retraining course at Coventry.

The new method is absorbing new technology. The aid of the computer in teaching pitch and rhythm identification is acknowledged, and computer lessons will be included in the Curwen Institute's summer course at Coventry (June 28-30).

Tickets and programmes for the April 25 conference, price £3, from Hon. Sec., Curwen Institute, 17 Primrose Avenue, Chadwell Heath, Romford RM6 4GB.

Esperantists look ahead

ESPERANTISTS, fearful about the future of a long-standing teachers' union, are arguing whether there should be courses in Peace Studies for adults, organised by universities and other adult education institutions; whether Peace Studies is an academic discipline and if so, how it should be studied. The conference is open to teachers in schools, further and higher education, educational administrators, and to supporters and opponents of the peace movement.

Details from Allan Bolton, University of Warwick, Coventry CV4 7AL. Tel. 0203 240111 extension 2831.

the university and responsible for the lecture, explained the delay was due to difficulty in assembling the appropriate committee. Asked whether opposition had had a hand in the matter he replied firmly: "No, no, definitely not." The vacancy is to be advertised in the educational press.

The John Buchanan Lectureship in Esperanto springs from an endowment of £4,000 left to the university in 1930 by the eponymous doctor of medicine who was an enthusiastic Esperantist. He chose Liverpool University because it was at the forefront of widespread university interest at the time. As a result it was the first university in the world to establish a lectureship in Esperanto.

The lecture is given every year; the fee for the job is £250 per annum.

How to study peace

PEACE Studies are to be debated at Warwick University on March 21 and 22. Speakers will include Professor James O'Connell, head of the only department of Peace Studies in a British university, and Baroness Catherine Cox, a leading opponent of the concept of Peace Studies.

Entitled *Peace Studies in Adult Education*—For and Against—the conference will argue whether there should be courses in Peace Studies for adults, organised by universities and other adult education institutions; whether Peace Studies is an academic discipline and if so, how it should be studied. The conference is open to teachers in schools, further and higher education, educational administrators, and to supporters and opponents of the peace movement.

Details from Allan Bolton, University of Warwick, Coventry CV4 7AL. Tel. 0203 240111 extension 2831.

Contributors: John Esard, John Fairhall, Jack Cross, Ann Ellis, Colin Shearman, Owen Surridge, Eileen Totten

NATIONAL FOUNDATION FOR EDUCATIONAL RESEARCH IN ENGLAND AND WALES



TVEI Evaluation

RESEARCH OFFICER

Applications are invited for the post of Research Officer on a major new project sponsored by the National Foundation for Educational Research in England and Wales. The research will focus on issues relating to the management, organisation and operation of the initiatives and the reactions of the various parties involved. Information will be gathered by means of questionnaire surveys and field-based studies involving LEA officers, heads, teachers, parents and employers, as well as the young people taking part in the initiatives.

Candidates should possess a good honours degree and have experience of research methods in the social sciences. They should have the ability to write to publications standard and meet deadlines. First-hand experience of innovation within the 14 to 18 year old school curriculum, particularly in the technical and vocational areas, would be particularly valuable. In addition, candidates should be experienced in working with people at all levels of the education and training services.

The appointment will start as soon as possible in 1985 and will extend into the latter half of 1988. The successful applicant will join a team of one senior research officer and two other research officers who will be based at Slough. Considerable travel throughout England and Wales will, however, be involved.

Salary scale: £8,450 to £10,720. Placement on the Scale according to qualifications and level of experience.

For application form and further particulars, please apply to the Personnel Office, National Foundation for Educational Research in England and Wales, The Mere, Upton Park, Slough, Berkshire, SL1 2DQ. Telephone: Slough 74123.

Closing date for return of completed application forms, no later than Friday 29 March, 1985, and interviews will be held on Thursday 18 April, 1985.

HEADTEACHER, SPECIAL SCHOOL, NR LEEDS

A vacancy for a Headteacher occurs on the retirement of the present Headmaster as from the 1st January, 1986 at the Hilton Grange School, Bramhope, Leeds 16 (a non-maintained residential special school that provides a modified curriculum). The pupil age range is 8 to 16 years plus an extended education unit for 16.

Salary scale: Burnham Special Schools SO6(e), £13,842 to £15,111 per annum plus a Headteachers' allowance of £2,536 per annum. The post is residential and a superb 4 bedroom detached house is available.

Further details and application forms from: The Regional Director of Social Work, Dept. GN24, National Children's Home, Hilton Edge, Old Bramhope, Leeds LS16 9JU.

NCH is a Christian organisation.

Closing date for applications 4th April, 1985.

NATIONAL CHILDREN'S HOME

HERTFORD COLLEGE, OXFORD and the UNIVERSITY COMPUTING LABORATORY

CEGB RESEARCH FELLOWSHIP

Applications are invited for a CEGB Research Fellowship in Numerical Analysis and its application to problems in the physical sciences and engineering to be funded by the Central Electricity Generating Board and held in Hertford College.

The successful applicant should have had three or more years' research experience, will be based in the Numerical Analysis Group of the Computing Laboratory and will be associated with existing research there. He or she will be required to make regular visits to the CEGB laboratories and to teach up to a maximum of six hours a week. The appointment will be for a period of three years initially, with a maximum of six months extension. The salary scale is £11,501 (20) to £14,056 with rooms in College or a housing allowance. Applications, including cv and the names of three referees, should be forwarded to the Vice-Chancellor, Hertford College, Oxford OX1 3BW, from whom further particulars can be obtained. Closing date for applications: 22nd April, 1985.

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The post carries responsibility to the Director for all matters relating to financial planning and budgetary control, the allocation of financial resources and the monitoring of the effective use of such resources. Candidates should have, therefore, substantial relevant experience and qualifications in financial planning and management. Experience in a senior post in higher education would be an advantage.

Salary scale £22,419 to £23,292 per annum

For further details and an application form please contact the Personnel Office, Bristol Polytechnic, Coldharbour Lane, Frenchay, Bristol, or ring Bristol 656261, Ext 216 or 217. Closing date March 26th, 1985.

Please quote Reference Number L/152 in all communications.

Bristol Polytechnic



WESTMINSTER SCHOOL HEAD

Applications are invited for the post of Head which will become vacant from the 1st May, 1986 following the retirement of Dr. John Rae.

Further particulars and an application form are available from the Secretary to the Governing Body, Westminster School, c/o Messrs Lee Bolton & Lee, 1 The Sanctuary, Westminster, London SW1P 3JT.

Closing date for return of application forms: 30th March, 1985.

Colaiste na hOllscoile Corcaigh University College Cork

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ASSISTANT LECTURER OR COLLEGE LECTURER

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Application forms and further details of the posts may be obtained from the undersigned. Latest date for receipt of applications is Monday, April 15, 1985. M. F. Keilher, Secretary.

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Education Department

HEARING IMPAIRED SERVICE SCALE 3.

A teacher is required to work with a small team who have responsibility for the Hearing Impaired Service within Tameside.

TEACHER FOR THE VISUALLY HANDICAPPED SCALE 3.

This is a newly established post and it is hoped that the person appointed will be able to assist in the development of strategies for the identification of visually impaired children.

Application forms for the above posts obtainable from and returnable to the Director of Education, Teacher's Staffing Section, Council Offices, Wellington Road, Ashton-under-Lyne, Greater Manchester. OL5 6DL. Closing date 25th March, 1985. Ref: TE2641/TG.

ASHTON-UNDER-LYNE ST. DAMIAN'S R.C. HIGH SCHOOL, Lees Road, Ashton-under-Lyne, Greater Manchester OL5 8BH. Headteacher Mr. R. F. Calvert B.A., Tel. 061-330 5974

SCALE 1 - MATHEMATICS (TEMPORARY)

Required as soon as possible until the end of the Summer term to cover for a permanent teacher on maternity leave.

DROYLSDEN LITTLEMOSS HIGH SCHOOL FOR BOYS,

Cryer Street, Droylsden, Manchester M35 7LF Headteacher Mr. R. Cox B.A., M.Sc., Tel. 061-370 3334

SCALE 1 - ENGLISH (TEMPORARY)

SCALE 1 - BIOLOGY (TEMPORARY)

Required as soon as possible.

Application forms for the above three posts obtainable from and returnable to the Headteacher at the School. Closing date: 25th March, 1985. Ref: TE2641/TG.

TAMESIDE - AN EQUAL OPPORTUNITIES EMPLOYER

TEACHERS FOR ZIMBABWE 1985

Rural schools in Zimbabwe are short of teachers because the Government is expanding secondary education to reach the whole population—for the first time in Zimbabwe's history.

We are looking for Secondary School Teachers of general science, carpentry, building, technical drawing, network, agricultural science and English to join Zimbabwean secondary schools in 1985.

You must have a degree in a teaching subject, a teaching qualification, or a full City and Guilds training. You must also have practical experience either in teaching your subject, or in practising the skills that you intend to teach. Because most schools are short of building equipment and books too, you must be prepared to make the best of resources available.

If we select a CRT teacher, we'll find you a job that suits your interests and skill, in a school where they'll make a difference. We'll give you language training (even though most of your classroom work will be in English). And we'll prepare you for the living and working conditions you will find in a rural school in Zimbabwe.

CRT will provide your air-fares there and back, insurance, a modest salary both during training and during your contract, and grants to equip you before you go and to re-equip you when you finish your contract.

To join CRT's team in Zimbabwe, you must have no dependents and be prepared to work in Zimbabwe for two years—plus up to two months training. Zimbabwean school terms start in January, April and August.

To find out more, write to CRT Overseas Programme, 22 Coleman Fields, London W12 8SE. Send us your cv and a large RAE photo, and quote ref GEB.



WORKERS' EDUCATIONAL ASSOCIATION NORTH OF SCOTLAND DISTRICT DISTRICT SECRETARY

Applications are invited from suitably qualified and experienced persons for the post of District Secretary of the North of Scotland W.E.A. The District Secretary is the senior executive officer of the District, responsible for the educational programme, administration and management of the District.

The District covers a very large geographical area. Although based in Aberdeen, the District Secretary is required to undertake a considerable amount of travel, often involving overnight stays. A willingness to regularly work in evenings and at weekends is also essential.

Salary scale £12,009 to £14,818 (under review).

Application forms and further details from the District Secretary, W.E.A., 483 King Street, Aberdeen AB9 3JL. Tel: 0224 - 842725.

Closing date: 29th March, 1985.

London Borough of Barnet BARNET COLLEGE

Applications are invited for the following vacancies:

Head of Business Administration (Grade IV)

Lecturer II in Educational Technology

Removal expenses and separation allowances can be paid.

Further details and application form available from the Principal, Barnet College, Wood Street, Barnet, Herts (p.a.s. f0000 for reply).

Closing date for application - 29th March 1985.

J. Dawkins, Director of Educational Services.

Barnet College

KING SAUD UNIVERSITY RIYADH, SAUDI ARABIA

COLLEGE OF SCIENCE

Vacancies exist in the College of Science for:

(a) Faculty Members (Professors, Associate Professors, Assistant Professors)

(b) Graduate Technicians

on one-year renewable contracts, tenable from July 27, 1985. Applicants for faculty positions (male/female) should be PhD holders and/or holders of academic titles from accredited universities.

The College of Science, where the language of instruction is English, has the following departments:

- | | | |
|---------------|------------------|-----------------|
| (1) Chemistry | (2) Biochemistry | (3) Physics |
| (4) Astronomy | (5) Botany | (6) Mathematics |
| (7) Zoology | (8) Geology | (9) Statistics |

Benefits include:

- * Tax-free salaries (based on qualifications and experience)
- * Monthly transport allowance
- * Relocation allowance
- * Free furnished accommodation or housing and furniture allowance
- * Free yearly return air tickets for incumbent and family
- * Children's educational allowance (non-Arabic speakers only)
- * Free medical/dental care covering family
- * 60 days' annual pre-paid leave for faculty staff; 45 days for technicians
- * End of service gratuity.

Application forms are available by writing to the following address, stating clearly the college to which you wish to apply and where you saw this advertisement:

Ms Carmel Donachie
King Saud University Office
29 Belgrave Square
London SW1 8QB

ONLY SUCCESSFUL APPLICANTS WILL BE NOTIFIED

ADULT EDUCATION AND THE UNEMPLOYED

Two Development Officers are required to assess, innovate and co-ordinate educational provision for the adult unemployed.

COUNTY DEVELOPMENT OFFICER (Lecturer 11 - £7,548 - £12,099)

ASSISTANT COUNTY DEVELOPMENT OFFICER (Lecturer 1 - £5,910 - £10,512)

Both posts are to be filled as soon as possible and are fixed-term appointments for two years.

For further details and application forms, please contact: The Principal Adult Education Officer, Floor 3, Northampton House, Northampton. Tel: Northampton 34833, ext. 5416.

Closing date: 29th March, 1985.



Northamptonshire

Education

CHETHAM'S

CHETHAM'S SCHOOL OF MUSIC

Long Millgate, Manchester M3 1SB. Tel.: 061-854 9644.

This residential specialist Music School requires a teacher of French to 'A' level and University entrance levels from September, 1985.

Scale 2 for an appropriate candidate, plus Chetham's supplement. Residential involvement and accommodation also possible.

Further details available from the Headmaster's Secretary.

REGISTRAR & SECRETARY

THE SCHOOL OF COMMUNICATION ARTS

Applications are invited for this senior position who possesses a proven level of administrative expertise preferably, but not essentially, in an educational background.

The School of Communication Arts is independent and has been founded to produce potentially outstanding communications and designers. It is situated in Central London and will initially provide a one-year course for twenty-five students.

Salary will be subject to negotiation.

Please apply for application form to: Ms Hilda Montgomery 01-402 8112.

Drop the strike, adopt the ballot box

I HAVE every sympathy for the teachers and consider that they have a very good case. I think, however, that they are wrong to strike.

One can understand their frustrations, but the only people they will harm are those to whom they are dedicated. The 4 per cent offered by the employers is strictly limited by the allocation allowed by the Treasury. The Treasury is insulated from pressure by the teachers, and can be completely disinterested in the employers' and teachers' confrontation.

Members and supporters of the Government do not use state education, health or social services, and are committed to private education and health, etc. and therefore are unconcerned at the dislocation and damage inflicted on these services by the teachers' union. They have no sense of commitment to improve or even maintain them. Therefore strikes will have no effect on the government at all. The only way to get this Government to change course is by political means through the ballot box.

The teachers' union should drop their strike action, and

mount a big campaign, requesting all teachers and their families, and parents of school children, to show their disapproval of the erosion of education to the Conservative Party candidates at every opportunity. — Yours sincerely, Frank Hughes, Haslington, Crewe, Cheshire.

MAY I express a class-room teacher's concern for two of the deeper issues at stake in the present teachers' Local Education Authority confrontation. Much has already been written about the teachers' salary claim and their demotion as a profession. Little consideration, however, has been given to the profession's anxiety for the future of the state education system.

Few would argue with the fact that our children must be given every opportunity to be educated to the highest possible standard they can achieve: that they should be given every chance to develop their full potential. It is, therefore, necessary that teachers should be of the highest calibre both academically and pastorally. Contemporary children require their tutors to be generous human beings willing to establish creative — and sometimes healing — relationships with their charges.

Only those people are best suited for modern education. If education requires these people it is imperative that it offers an attractively competitive salary structure.

Apart from money, the greatest victim of the present clash with LEAs is the loss of spontaneity. All those activities which developed outside the school curriculum have come about through individual teachers reacting creatively to pupils' needs. Trips to the theatre in the evening; the school play; holiday visits to faraway places; giving after-school time to be with working parents who cannot attend set parent-times — all have been and are given by teachers. The schools' meal service began as a way-time gesture to care for children's needs. Notebooks are paid to do the above. These have always been recognised both by teachers and their local authorities as acts of goodwill. Now, for the first time, we are informed by Local Education Authorities that they are contractual.

When spontaneous generosity becomes required demand, goodwill vanishes.

Peter C. Mellis, Lanchester Villa, Holly Green, Upton-upon-Severn, Worcestershire.

HOW are the teachers going to convince the powers that be that they deserve a better offer than 4 per cent?

It's a pity that, with all the talent in the teaching profession, nobody would come up with a more effective way of pressing the teachers' case. It is evident that neither Keith Joseph nor Mrs Thatcher is going to listen to the teachers; the teachers must therefore convince a wider audience. They must gain the full support of parents and county councils.

This dispute isn't just about pay. It is just about the teachers; the teachers must convince the public, the parents, and the employers that this dispute is about much more than catching up on lost ground since Houghton.

Maggie found the money for the teachers, the nurses, and the police. Why can she not give the same consideration to the careers of our future?

Sue Proctor, 15 Ash Bank, Pipers Ash, Cheshire.

Good value at 46p per pupil

THE "Economies" of education: Assume (somewhat cynically) that the service provided by teachers can be described as "state organised baby-sitting." Using my own school, a 13-18 years high school with approx. 60 staff, average salary £29,000 p.a., 1,000 pupils:

Cost of service: 60 x £29,000 = £1,740,000 p.a.

Cost per pupil: £1,740,000 divided by 1,000 = £1,740 p.a.

(Granted I have isolated teachers' salaries and ignored other variable and fixed costs; this figure offers

a realistic valuation of teachers' services in that recently published LEA expenditure per pupil figures ranged from approx. £800 p.a. to £1,600 p.a.)

Assume teachers work 40 weeks per year, Cost per pupil per week: £1,740 divided by 40 = £43.50

Assume teachers work a 30-hour week, Cost per pupil per hour £14 divided by 30 = 46 pence.

Kevin J. Brunt, 62 Northfield Close, Church Hill, Redditch.



An impressive record

YOUR article (February 27) concerning the HMI inspection of educational provision in Northamptonshire does less than justice to both the report and the schools. The inspectors expressed admiration for many things they saw, using the words "outstanding," "excellent," and "impressive" frequently.

The "considerable and fruitful co-operation" with industry and commerce is highlighted. In every phase or sector of the education service, Northamptonshire is seen to plan ahead and to take sound initiatives. Consequently, the education service in Northamptonshire has responded well to rapidly changing social and economic conditions and industrial demands, particularly through its effective provision of further and higher education.

Examination performance in the county's schools is not assessed by HMI as stated in your article. I quote: "As a proportion of entries, pass rates at A-level in the authority are generally comparable with or slightly higher than national averages."

Michael Henley, County Education Officer, Northampton.

PE is not only games, fitness, and health

THE ARTICLE by Stephen Paine (February 28) was one of the most encouraging statements ever read on the changing focus of physical education in schools.

The involvement of the Health Education Council is to be welcomed in this drive to make the P.E. curriculum attractive and meaningful to all. Our work in this field with students and teachers is proving both encouraging and frustrating — on the one hand the teachers welcome the change in focus and want to have Health Based Physical Education on the curriculum for their classes, but on the other they say that it must not take up precious P.E. time.

Another problem the developer has to face is how to persuade the P.E. teacher, who fits the all too familiar stereotype, that to cope with the sensitive, individual concerns of Health Based Physical Education he/she needs to rehearse a different style of teaching to the one which predominates on the games field. An ability to converse with pupils, to listen, to counsel and be sensitive to individual concerns, to devote responsibility for learning and to be a friend as well as a motivator, are not the readily available skills and qualities which would be pre-requisites for those engaged in this type of work.

One hopes that the teachers will get all the support they need from those best able to give it — their pupils. — Yours sincerely, Lynne Spackman, College of St. Paul and St. Mary, Cheltenham.

WHILE sharing Stephen Paine's worries about the sporting/competitive nature of much of the current and recent P.E. teaching and applauding his call for a new initiative in curriculum participation by P.E. teachers, I feel that he misses the real necessity for P.E. to figure on a school's timetable. To advocate a fitness programme as an alternative to competitive sport is but to replace one narrow and instrumental use of the body with another.

Human communities such as neighbourhoods, schools, and colleges must develop activities such as games, other sports, dance, and so on because that is what human communities do. This must not be confused with time-tabled educational time. The games, etc. of the school should be fostered and taught by the PE staff (in fact this should be a compulsory part of the job) just as other activities linked to educational work should be taught by other members of staff as part of their job, but not as part of

timetabled time. It is in the extra-timetabled time that the competitive team structure should be erected and interschool games played. This is not PE.

Physical Education means what it says, surely: to educate pupils or students (children or adults) in the physical aspects of human life. At the appropriate level of understanding and ability, the pupil or adult should be engaged in learning about the body and body-activities from all relevant perspectives — not just a few, and certainly not only one. Such perspectives might be the physical, the socio-historical, and the aesthetic. He or she should be, at the same time, learning the physical skills, in a structured, classified way — which illustrate the perspectives mentioned. Above all, a caring informed, and therefore understanding attitude to the body and bodily activities should be fostered because it will shape the person's health and efficiency as a corporate being now and in the future. And if this seems highfalutin then all I can say is, let's try it: it must be better than what passes as PE today. — Yours faithfully, R. Hewlett, Retired ex-head, Anstey Dept. PE, Birmingham Polytechnic.

A frightening ignorance in engineering education

I WAS disgusted by a comment in your paper today (March 5) in the education article on the changes at Aston University. The powers at Aston believe that in order to raise standards they must exclude any student who has not followed an A-level style of education.

I am currently studying in my final year of a degree in Production Engineering at Loughborough University after completing an apprenticeship and obtaining a TEC certificate and Higher Certificate in Production Engineering. Does this mean that I do

not have the ability to obtain an Aston degree in the same subject?

After working closely with fellow students who have obtained excellent A-level results but have no experience, the ignorance of the "real" aspect of engineering amongst some is quite frightening. I think most employers would argue that experience is often more, if not equally as important as academic grades.

British industry is currently starved of top-level technologists who can apply theoretical concepts to real

engineering problems. The exclusion of students who have come through education the "old" way from university is not the way to resolve this problem.

I am glad to say that Loughborough University encourages applications from TEC students. I hope they continue to follow this policy. Perhaps it is the reason for Loughborough's superior reputation. — Yours sincerely, J. D. Murray, Flat 2, 9 Sweetbriar Road, Leicester LE5 1AP.

SULTANATE OF OMAN ROYAL GUARD BOYS' TECHNICAL SCHOOL

NEW APPOINTMENTS FOR SEPTEMBER 1985

POST 1 — Teacher of Electrical Engineering
to be responsible for the BTC course in Electrical Engineering and to assist in the teaching of Mathematics.

POST 2 — Domestic Tutor
to organise and supervise students in all non-academic aspects of the school, including domestic arrangements, games, P.E. and other social activities.

The School is residential and currently accommodates 180 pupils in classes from Year 1 (10-12 years) to Year 8 (15-20 years). The posts commence 1st September 1985 and are initially for two years. Expenditure is made by mutual agreement. Candidates should be male UK citizens with a British educational background.

Post 1 requires a minimum of four years teaching experience; appropriate formal qualifications and minimum 10 years' experience in a boys' boarding school, military academy, or comparable institution.

Post 2 requires experience in a boys' boarding school, military academy, or comparable institution.

Salary for both posts: £10,500-£12,000 per month (paid in Rydhia Omani free of local tax — £15,000-£18,000 p.a. monthly travel allowance and 20% gratuity on completion of contract).

Application forms and further details are available from: A.W. Hodgson, Staffing Office, Bradford & Hillyer County College, Green Horton Road, BRADFORD BD7 1AY. CLOSING DATE: Thursday 28th March 1985.

LECTURER II/SENIOR LECTURER IN ACCOUNTANCY (2 posts)

Salaries: Lecturer II £7548 to £12099 + Local Allowance (£258)
Senior Lecturer £11175 to £14061 + Local Allowance (£258)

Teaching to cover some of the following subjects: Financial accounting at all levels, auditing, costing, financial management, systems analysis and design applied to accounting and aspects of accounting information technology.

One post will be related to teaching accounting on Business/Technical Education Council courses. Candidates should have a qualification in accounting and teaching and/or a practical business background.

Further details and application form may be obtained by sending a stamped addressed envelope to:

The Vice Principal,
Slough College of Higher Education,
Wellington Street, Slough, SL1 1YG.
Closing Date 14 days

Slough College

UMRCC UNIVERSITY OF MANCHESTER REGIONAL COMPUTER CENTRE

Director: Professor F. H. Sumner

UMRCC is a national centre providing a general computing service to over thirty five universities in the United Kingdom. The service is currently based on a Control Data Cyber 205 Vector Processor; a Control Data Cyber 176 and two Control Data 7600 computers front ended by an Andant 470V8. A local interactive computing service is available to Manchester and UMIST users based on a Control Data Cyber 170-730 dual processor.

Applications are now invited for the following post in the Network Unit.

PROGRAMMER

The successful applicant will be required to join a team which is responsible for a number of major development projects in the areas of Network File Transfer, Network Job Transfer, Local Area Networks and Network Mail. Experience of network protocols, local area technologies or IBM MVS/JES2 would be an advantage.

Salary will either be in the range £7,520 to £12,150 p.a. or £11,675 to £14,925 p.a. dependent upon age and experience.

Applicants should be educated to degree standard. Further particulars and application forms (returnable by Tuesday, 9th April, 1985) may be obtained from The Registrar, University of Manchester, Oxford Road, Manchester M13 9PL quoting reference 5085/G.

Manpower Studies

Two Research Posts up to £17,000

IMS is an independent, international centre for work on labour market analysis, employment policy and manpower management. It employs 50 staff.

Two Research Fellows are sought to join an expanding team of research and advisory staff, to carry out commissioned research in the public and private sectors. The senior researcher will become responsible for originating and directing research. The work offers excellent career prospects, the opportunity to publish results and develop new areas of work.

Applicants should have experience in employment related areas — possibly in labour economics, education or training studies, industrial economics, technical change, regional studies or industrial relations. Starting salaries up to £17,000 for the senior post, £15,000 for the second position; a higher figure could be considered for particularly relevant experience. Secondment arrangements are possible.

Applications (by 5 April), to: Carol Reid, IMS, Mantell Building, University of Sussex, Brighton BN1 9RF (telephone 0273 686751).

JEDDAH PREPARATORY SCHOOL Saudi Arabia

Seeks a new HEAD OF SCHOOL

Jeddah Preparatory School (the Anglo-Dutch section of Saudi Arabian International Schools) is a co-educational day school for pupils aged 3-13 years, of mainly British and Dutch nationalities. The current enrolment is in excess of 500.

Applications are invited from British-trained candidates with proven administrative experience, preferably at a similar level. Overseas experience is desirable. Given the special working conditions in Saudi Arabia applications can only be considered from male candidates. Attractive tax-free salary and conditions of service.

In the first instance please write for further details and application form to Box JPS, European Council of International Schools, 18 Lavant Street, Petersfield, Hants GU24 3EW.

HM Inspectors of Schools Teacher Training

Applications are invited from men and women, preferably aged between 35 and 45, for appointment in England as HM Inspectors concerned with both initial and in-service training. HMI inspect educational institutions as part of both general and specialist assignments and provide advice to the Department and throughout the education system.

Candidates should have appropriate qualifications and varied experience in teaching in schools as well as in teacher training in higher education. Those with experience in the fields of mathematics, geography or special education will be particularly welcome. Of particular interest also would be experience in the design and management of teacher education courses, and with senior management decision making in the context of higher education.

Starting salary is within the range £18,200-£21,800. Relocation expenses of up to £5,000 may be payable.

Application forms to be returned as soon as possible and not later than 28th March, 1985 and further information may be obtained from Mr E. D. Foster, Department of Education and Science, Elizabeth House, 39 York Road, London SE1 7PA. Telephone 01-634 0788/0789/0800. Please quote reference 13/85.

The Civil Service is an Equal Opportunity Employer.

BBC EDUCATION OFFICER, Continuing Education

EDUCATIONAL BROADCASTING SERVICES

The officer will be concerned with television and radio output initially in the fields of work training, unemployment, and will be responsible for establishing and maintaining contacts with voluntary and statutory bodies and informal education institutions. This liaison with relevant national, regional and local agencies will help formulate the BBC's future policy on programmes about work and unemployment and will help identify partners for collaboration. A good honours degree (or equivalent) and extensive professional experience in informal education or community work are essential. Candidates should only apply if they are able to demonstrate an informed knowledge of educational broadcasting. The successful candidate must be prepared to travel extensively throughout the U.K.

Salary £11,445 — £14,542 (currently under review). Plus allowance of £537 p.a. Based Ealing Broadway, West London. Relocation expenses considered.

Contact us immediately for application form and further particulars (quote ref. 2217/G and enclose s.a.e.). BBC Appointments, London W1A 1AA. Tel: 01-927 5799.

We are an equal opportunities employer.

IMS INSTITUTE OF MANPOWER STUDIES

CITY OF BIRMINGHAM POLYTECHNIC

An equal Opportunities Employer

FACULTY OF EDUCATION TEACHER TRAINING

Applications are invited for the post of: HEAD OF DEPARTMENT OF CURRICULAR STUDIES AND POSTGRADUATE TEACHER TRAINING

The Department is principally concerned with one year Postgraduate courses of Initial Teacher Training. (These include specialist courses in Drama in Education and Music in Education). It also sponsors specialist courses in TEFL/TESL and Community Languages which are validated by the Royal Society of Arts. The Department is involved in a wide range of in-service courses for teachers and in training for teachers in Further Education.

SALARY SCALE: HEAD OF DEPARTMENT (GRADE V) Under Review £16,088 — £17,877 p.a.

FACULTY OF ENGINEERING & SCIENCE

Applications are invited for the post of: HEAD OF DEPARTMENT OF MECHANICAL & PRODUCTION ENGINEERING

SALARY SCALE: HEAD OF DEPARTMENT (GRADE VI) £17,397 — £18,170 p.a.

Further details and application forms (to be returned by 27th March, 1985) from: The Personnel Office, City of Birmingham Polytechnic, Black, Perry Barr, Birmingham, B42 2SL. Tel: 021-625 8152, Ext. 215/216.

LIVERPOOL EDUCATION COMMITTEE PRINCIPAL

Applications are invited from candidates with appropriate academic qualifications and wide administrative experience for the post of Principal for each of four proposed Liverpool Colleges of Further Education which will be formed by restructuring of the eight existing colleges. Each new college will provide a broad range of courses but will embrace certain specialist areas of provision.

Successful applicants will be required to take up the post on September 1st, 1985.

Under the reorganisation provisions of the Burnham FE Salaries Document, the salary for each post will initially be within Group 7 salary-range and subject thereafter to review in the light of the re-organisation.

Further details and application form available from and returnable to the Director of Education, Education Office, Further Education Section, 20 Sir Thomas Street, Liverpool L1 6BA, by March 22nd, 1985 (SAE please).

The City Council is an Equal Opportunity Employer and welcomes applications irrespective of race, sex, marital status or disability.

LIVERPOOL a Socialist Council

Artsline

THE TELEPHONE INFORMATION AND ADVICE SERVICE ON ARTS AND LEISURE IN GREATER LONDON FOR PEOPLE WITH DISABILITIES

THREE WORKERS

Normal starting salary £10,068 per annum inclusive

To work with the director in consolidating and developing Artsline. All workers will be involved in telephone advice, research and counselling work. Each will also be expected to have one or more of the following skills:

- use of computers for information purposes;
- production of material;
- publicity and marketing.

Knowledge of arts, leisure and or disability networks an advantage

For internal discussion, telephone Speechmark, 01-438 1288 after 6.30 pm or at 01-438 1288. Write for details and application form to Artsline, 5 Grosvenor Road, London W1T 1TL. Closing date Monday, 1st April.

An equal opportunities employer.

Nottinghamshire County Council

County Hall, West Bridgford Nottingham NG2 7DP

General Inspector (Secondary Phase)

Southern H.T. Group 9 £15,792-£17,112 p.a.

Well qualified and experienced men or women are required for the challenging post in the Advisory and Inspection Service (the Agency arises from the reorganisation of the present post-holder). Nottinghamshire is committed to an expanding programme of curriculum and professional development. Candidates are sought who, from a broad base of relevant skills and understanding, can contribute fully to this comprehensive programme as it relates to the field of secondary education.

Relocation expenses where appropriate.

Application forms and further details are available from the Director of Education at County Hall. (Addressed (11 x 22 cm) envelope with a 17p stamp please. Closing date 22 March. Please quote ref. A12710.

An Equal Opportunity Employer

GRESHAM COLLEGE IN THE CITY OF LONDON

Applications are invited for a post at Senior Administrative level in the Academic Planning and Administration office of the College. The College, recently re-established in close association with the City University, embodies the ideals of its Elizabethan founder, Sir Thomas Gresham. It offers a wide range of courses at Post Graduate level, many of which meet the needs of the City in its local, national and international aspects.

Applicants should have a good first degree, experience of administration, preferably in higher education and the ability to develop new ideas in an expanding College.

The salary will be in the range of £9,520 to £12,150 p.a. plus a London allowance of £1,200 p.a.

For application form please contact Miss Carol Duffing, telephone 01-529 1353.

UNIVERSITY OF GLASGOW DEPARTMENT OF ELECTRONICS AND ELECTRICAL ENGINEERING

A new post is available for appointment of a LECTURER to assist with the general teaching work of the Department but whose research interests are preferably in one of the fields of CONTROL SYSTEMS, PATTERN RECOGNITION, or VLSI CIRCUIT DESIGN AND APPLICATION.

Salary will be within the range £7,520 to £14,925 on the Lecturers' scale.

Further particulars may be obtained from the Academic Personnel Office, University of Glasgow, Glasgow G12 8QQ, where applications (8 copies), giving the names and addresses of three referees, should be lodged on or before April 5, 1985. In reply please quote Ref. No. 5433F.

The Governors of Oxford Polytechnic invite applications for the post of DIRECTOR

which falls vacant on 1 September, 1985. Salary within the range £28,806 — £29,877 (under review at 1 April, 1985)

Applicants must be of high academic standing and have considerable managerial ability.

Further details and application forms are available from The Clerk to the Governors, on ext. 452. Applications should be submitted to The Clerk to the Governing Body

oxford polytechnic Gipsy Lane, Headington, Oxford, OX3 0BP Telephone: Oxford 64777

AN EQUAL OPPORTUNITIES EMPLOYER

LAKE DISTRICT

Calling all those willing to undertake a challenging and rewarding role in the Lake District. We have a few vacancies left for those with recent experience or who are used to working with youngsters — formal education is not essential. Improve your own skills and to try many new activities. If you are free from 14th March and are interested in joining us for any period until mid-November, please the Personnel Office at HP Holidays on 01-252 2231 NOW!

QUALIFIED TUTORS REQUIRED

for teaching all areas of Business Administration, Computer Science, P.E., UCBM centres in USA, UK and Northern Cyprus.

For interview ring 01-640 3883 or write to: Dean of Studies, University of Business Management Studies, 21 Houghton Road, Broughton, Wiltshire W13

THURROCK TECHNICAL COLLEGE
WOODVIEW, GRAYS**DEAN OF COMMUNITY STUDIES**

(Head of Department Grade IV) (Re-Advertisement)
Required for 1st September, 1985
Community Studies includes responsibility for NNEB and SOCIAL CARE courses. Courses for MENTALLY HANDICAPPED SCHOOL LEAVERS and ADULTS, all G.C.E. courses, E.F.L. AND E.S.L. and In-Service TEACHER TRAINING.

The college team of five Deans is collectively responsible to the Principal for the curriculum design, recruitment and oversight of every course in the college (teams of teachers of related subjects are led by Heads of Schools). Each Dean takes responsibility for a list of courses which varies with the needs and demands of the population served.

The Governors invite applications from graduates with experience of teaching and organising in Further Education and will seek to appoint a man or woman who additionally shows the flexibility of approach required in college organisation in a period of rapid change.

Salary: £15,057-£18,836 per annum.

Application form and further particulars may be obtained from the Principal to whom completed forms should be returned by 28th March, 1985.

HARLOW COLLEGE

A Tertiary College maintained by Essex County Council

DIVISION OF ART, DESIGN AND FASHION**SENIOR LECTURER**

—Leader of Division

Salary £11,175 — £13,128 (plus London fringe allowance)

Required for 1 September 1985 to lead this Division, a graduate, teacher trained, preferably with industrial and teaching experience. Experience of BTEC essential.

The Division offers the following courses: Foundation Art, BTEC Diplomas in General Art and Design and Graphics, GCE Art, City & Guilds Hairdressing and non-vocational Art courses.

TEMPORARY LECTURER I

—Art History and Complementary Studies

Grade I: Annual Salary £5,910 — £10,512 (plus London fringe allowance)

Required for the period 29 April to 5 July 1985, a person with a broad knowledge of Art History, Design Appreciation and the Contemporary Art Environment.

To teach students in the following courses: Foundation Art, BTEC General Art and Design, and BTEC Graphics Ordinary Diploma.

A teaching programme of 21 hours per week may be spread over 4 days.

Further details and application forms for the above two posts available from the Principal, Harlow College, College Square, Harlow CM20 1LT (s.a.s. please).

Closing date for receipt of completed application forms: 28th March, 1985.

ESSEX
County Council

HEAD OF DEPARTMENT OF COMPUTING

(Grade VI)

HEAD OF DEPARTMENT OF MATHEMATICS AND STATISTICS

(Grade VI)

HEAD OF DEPARTMENT OF GEOLOGICAL SCIENCES

(Grade V)

with possibility of the title of Professor

Salary: Grade V: £16098-£17877

Grade VI: £17397-£19170

salary under review

The Polytechnic has under review the possibility of making the above appointments and would be interested in enquiry from relevant highly qualified candidates able to provide the sort of dynamic leadership felt appropriate to the good reputation the institution already enjoys in these fields.

Further particulars and application form may be obtained from the Personnel Officer, Plymouth Polytechnic, Drake Circus, Plymouth, PL4 8AA.

Telephone: 0752 264639, in anticipation of a closing date of Wednesday 3 April 1985.

Plymouth Polytechnic

EDUCATION DEPARTMENT

Administrative Assistant

Planning & Development (S4)

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Further details of the post may be obtained from the Office Manager, CET, 3 Devonshire Street, London W1N 2BA. Written applications (no application form is provided) should reach the Office Manager no later than 28th March, 1985.

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Registrar, Acton Technical College,

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WALK into an all-white class of teenagers in Britain and ask: "What is your first association with the word 'Blacks'?" and what about trying it in segregated schools in Northern Ireland with "Protestant" and "Catholic" or indeed in many parts of England with the word "Irishman"?

We are an avowedly pluralist society, but how sure can we be that the replies would not reflect overt or covert hostility and dehumanisation of our minorities or "the other one"?

I played this risky association game recently with a class of 17-year-old Israeli Jewish youngsters, using, of course, the word "Arab".

The responses were not as bad as I had been warned to expect, perhaps because I was a visitor, or because of the social and intellectual makeup of that particular class. In order of popularity, they were: war, enemy, stranger, problem, human being.

Only one said human being. It turned out she was working in a Tel-Aviv cafe during her holidays with some Arabs, and had liked them. Only one other pupil in the whole class of 32 had ever had any meaningful contact with an Arab.

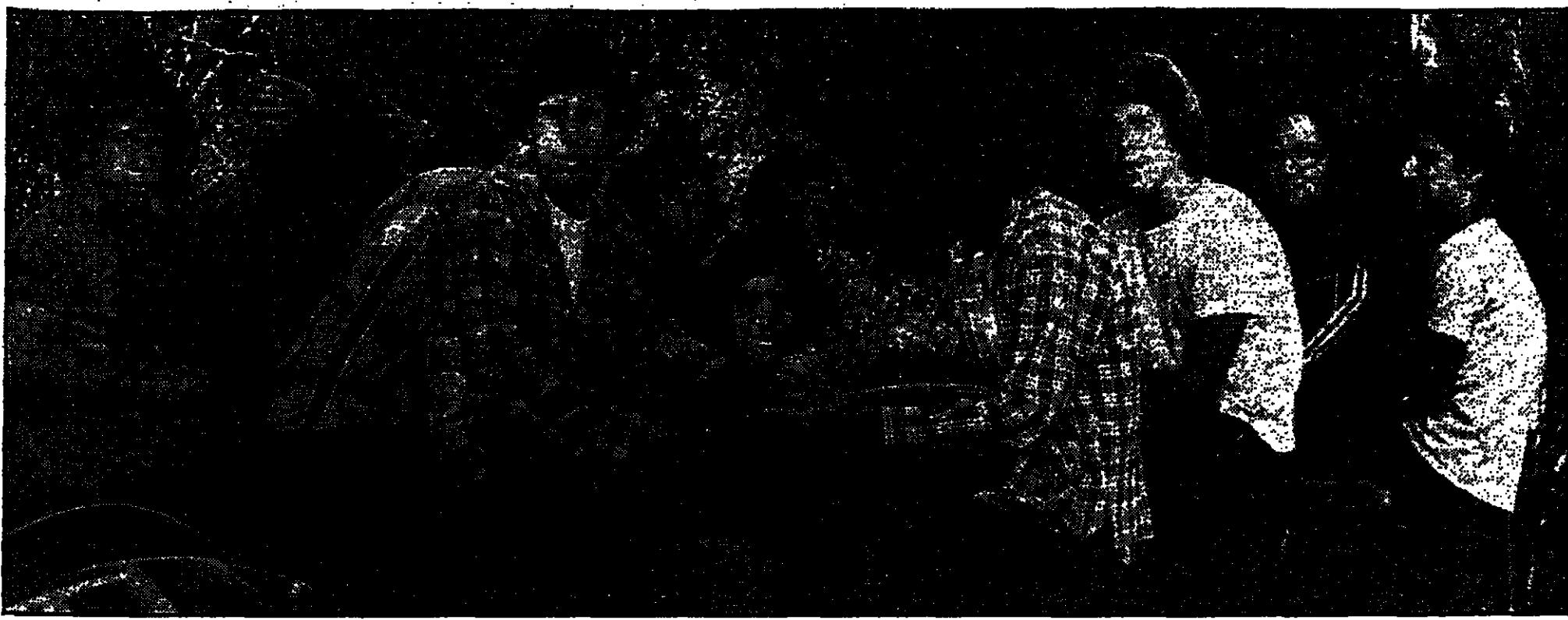
Of course Jews and Arabs in Israel bear a special relationship to each other. The Arabs are a minority group in Israel; the Jews, a minority group in the Middle East. The history of hostility is both ancient and modern. The otherness is exacerbated by a perpetration (approved of by both communities) in the educational system, so that Arab and Jewish children, even those who are close neighbours, hardly encounter each other.

Continual "incidents" not to mention occasional bloody wars, stoke the fires of hostility and prejudice. The parallels with the situation in Northern Ireland are obvious. Comparisons with blacks and whites in our cities are less so, but still germane.

What nations in extreme situations do about their most acute and urgent internal problems can be instructive to others. We in Britain have no reason comparable to the Jews of Israel to fear or dislike our minorities; our minorities have nothing like the same reasons as the Israeli Arabs to fear and mistrust us. Yet we can't deny that we do have a problem, and those concerned in education are always searching for ways to ameliorate racist feelings and create the tolerance needed for the best kind of pluralist attitudes.

Israel is a hot-house to which we may look, to see what solutions the polarised situation between their Arab citizens and their own fanatic nationalists is throwing up.

About a year ago, the Van



Children from a kibbutz school: democracy was being undermined by hatred

Israeli children have traditionally been divided by prejudice. Lynne Reid Banks on how they are learning to live together

How the Arab and the Jew can be friends

Leer Foundation, a privately funded Israeli think-tank, conducted a survey among some 600 Jewish youngsters, aged between 16-18, on the subject of democracy. The results caused a national uproar. In spite of all their civics lessons about the importance of democratic values to the Israeli way of life, a solid 25 per cent showed a consistent willingness to water down democracy in order to suppress political views they disliked, and 50 per cent or more would throw democracy to the winds when it came to applying its benefits equally to their fellow Arab citizens — whether Muslim or Christian.

The director of the Van Leer, Alonah Hareven, set to work with his team to produce a pilot programme for 11th graders (17-year-olds) which aimed to break down stereotypes and narrow the gulf dividing Jews from Arabs in Israel. They submitted it to the Ministry of Education, which, to many people's amazement — ministries being notoriously unwilling to accept outside suggestions — seized upon it almost without demur. The extreme religious members demurred, of course, but happily for once nobody listened to them.

So the pilot programme was advertised, through the Ministry and with its blessing, and a number of brave souls in the teaching profession

decided to try it as part of the matriculation civics course. It was the first time in Israeli history that Jewish students had sat down to any formal study of their Arab fellow-citizens, though topics such as the Arab-Israeli Conflict are quite usual. These, however, deal with the Arab states beyond Israel's borders.

Most children have never been taught to differentiate between Arabs who share their country and are supposed to have equal rights, the Arabs of the Occupied Territories who are under military law, and the Arabs of the surrounding countries, who over the past 38 years have periodically tried to wipe them out. One of the first tasks of the programme, which is called 'To Live Together', was to teach the children to distinguish between different categories of Arab.

Most of the teachers who pioneered the programme in 1984 were progressive secularists — but not all. One religious woman, Rivka ben Aharon, decided to introduce it into her State Religious technical school. As she put it in a moving report she wrote later:

"In my classes I felt very strongly a hatred for every stranger. I felt I had to do something to diminish the hatred even a little. I felt the values which are so important to me, and on which democracy in Israel is based

were being undermined. I could not... sit idly and not try to do something."

She knew she was taking a risk, but even she was shocked by the degree of hostility she faced when her 11th graders — mainly working class, orthodox and of Oriental descent — understood she intended to make them learn about Arabs. Only her strong personal convictions enabled her to struggle through the earlier lessons to the point at which they began to discuss stereotypes.

The stereotypes among these children, because of their backgrounds — most of their parents had come from Arab countries where they had felt ill-treated and despised — were extreme and derogatory. Arabs were "dirty", "dangerous", "terrorists", "enemies of the State" and so on.

Without trying to impose her own opinion, the teacher launched into lessons on the nature of stereotypes, how Jews have been stereotyped by Gentiles, and thus gradually brought the children toward the perception that people apply stereotypes because that is easier than examining a complex reality. ("But even if we learn about Arabs, we'll still hate them. It's in the blood.")

Next, they studied minorities in the world, and here something poignant and pertinent arose. How many of us

feel that the Jews "of all people" who have suffered so much from minority status, should behave better to the stranger in their midst than others? But of course the exact opposite ought to be expected. Those individuals or nations who have been ill-used are less, not more, inclined to be loving and tolerant. As Rivka's class told her: "We should treat the stranger harshly. Thus we pay back only a small part of what was done to us as Jews. Why should we be 'bleeding hearts'?"

So she found the next part of the programme, which sought to ask, "Under what framework of values should we relate to the Arabs?" not yet relevant. Religious though they were, these children, along with many religious adults, could not at first relate to the Arabs the biblical injunctions to treat the "resident alien" as well as or better than themselves, but perceived them as "those who are coming to kill you" — for whom the Old Testament's terse recommendation is to "get up early and kill them first."

The statistic which shows that during the life of the state, 99.9 per cent of Israeli Arabs have never lifted a finger to harm Israel or any of their fellow Jewish citizens, was one of the basic facts, which had to be taught — and which was received with incredulity.

There is an Arab saying, which the Jewish children learnt: "The Devil has no family." One of the most telling sections of the course was about Arab domestic life, customs and religion. As soon as it was perceived that Arabs have families, the process of humanisation, had properly begun.

Still there were strong reservations. When the development of Arab society within Israel was being discussed, the question was asked, "What more do they want? Look what material advantages we gave them. Would they have given that to Jews in their lands?" But this attitude gave way to renewed passions when the question arose of Arabs' legal status and their attachment to the country.

One out of every six Israelis is, in fact, an Arab, and 75 per cent of these 700,000 Arab citizens were born in the State of Israel and have as much cause as any Jewish youngster to regard the country as their homeland. This was very hard to take. The teacher was shocked to discover that the children had not internalised the values of democracy.

"They argued that it didn't matter what the Declaration of Independence, which ensures equality to all citizens, said about the Arabs... It could be amended or expunged. I had to work very

elections brought to the Israeli parliament a right-wing fanatic called Meir Kahane, whose pronouncements calling for the ousting of Israeli and West bank Arabs by all means, including force, have rallied an alarming number of extremists, and frightened the wits out of (or into) every moderate. Ironically, we may have Rabbi Kahane to thank for the upsurge of private and public activity to counter his evil propaganda.

The eleventh grade programme is now being taught in over 300 classrooms in Israel, and is only the thin edge of the wedge. It will soon be ubiquitous from kindergarten to university. In the Tel Aviv and Hebrew Universities, teachers in Arab and Jewish are attending in-service courses on how to teach the programme (for as I was told, many Israeli teachers are themselves as ignorant and prejudiced as the children). Barriers must be broken down at all levels. Equivalent programmes are being prepared for inclusion in Jewish high schools and primary schools, including specially commissioned story books, teachers' texts, exchange visits, and, most influential of all, television programmes. These will not be only for schools — the homes, too, must be reached if the message received in the classroom is not to be dissipated.

Parallel courses are being prepared for the Arab sector. This presents even more delicate problems, for the Arabs tend to see every initiative by the Jews as an attempt to brainwash them, impose Western patterns or undermine their own culture. But many of the Arab teachers involved in the programme are 100 per cent behind it.

The young headmaster of a Jaffa primary school told me: "We Arabs of Israel, in order to receive our full rights, must make an effort to understand things from the Jews' side. One of our problems is lack of knowledge of the Jewish mentality of the difficult Arabs make for the Jews... Moderates must find a way together, to defeat the extremists."

He was finding the course immensely useful, and enjoyable, though he criticised some of the Arab guest lecturers for being "too fanatical." Extreme demands and constant complaints are counter-productive. For the first time, the Jews are seeking to make contact with us. The relationships between Jews and Arabs on the course were warm and friendly. The Jews are asking a different question. This Arab teacher clearly believed in the genuineness of the new initiative.

As Alonah Hareven, the founder of the programme, says: "The real test of democracy in Israel is the attitude toward the Arab minority. The equivalent could be said of any nation, including our own."

'We are not talking about what is right but what is.' Owen Surridge meets the makers of a trilogy of movies which tell young people about work and how to look for it and which have taken some adults by surprise

Looking for a career in films

HORROR stories about young people applying for jobs with letters written on lavatory paper reached Chris Page and Phil Sverdlow, two young filmmakers with a love of teaching. The result was the revolutionary game for a job series which has just been completed. They make a major break with the steadily staid tradition of careers films by going straight for their young audiences, using their vernacular and a style associated more with children's comics than with television.

By way of a brass television quiz game they drew out and dramatically underlined the winning points for young people facing the complexities of matching career choice with personality, of job hunting, interviewing and getting started in a job. They brought, initially, an equally dramatic response from some careers advisers and others who appeared to have forgotten their Besno days.

Yet the films are innocent enough, vulgarly colourful, perhaps, and full of that playful rough justice beloved of teenagers, but they make teaching points clearly, using fun rather than didacticism. First comes the game for a job, which has the young contestants competing for a job — writing letters, making telephone calls, interviewing

Tested by a noisy quizmaster who is thymopathic about mistakes, the losers are blasted off stage to hoots from a derisive audience.

Then there is Looking and Choosing in which the young stars wriggle under the sardonic eye and abrasive tongue of the same quizmaster who tests their aptitudes in information seeking, self-perception, and job choice.

The latest, Ready for Work, shows contestants struggling with various hilarious bits of role-playing designed to check their attitudes and suitability for the world of work. The controversy raged around the explosions which marked the demise of luckless contestants (condemned as violent), the use of a masked "evil" character, a girl and boyed character, and (labelled both "violent" and "sexist"), the punishment meted out to one dark-skinned player who was put in the stocks (criticised as "racist"), and the apparent overall lack of feeling for those who failed.

Page and Sverdlow, well aware that they were breaking fresh ground, expected some flak but were surprised by the vehemence and the misreading of their intentions. "We listened to the things which upset people," Chris Page told me, "but the teenage area is a difficult one. Adults and young people see things so differently."

This is the nub of the matter. Any adult in touch with adolescents will recognise the ex-

perience of the imagery as the kind of exaggeration normal to youngsters in their mid-teens, rather than the sinister symbolism reflected in older and more careful eyes. One of the message quickly realised they had in their hands a teaching medium of unusual directness. Their approval was immediate. "For the first time," said one, "I had youngsters asking for more."

Sverdlow and Page, anxious to make sure they had got it right, entered classrooms unannounced when the films were screened and found the young people were delighted. "They took the points we were making," Chris Page said. "They certainly did not come out using terms like 'sexist' and 'racist'. They do not see the world like that." Phil Sverdlow commented: "We are mirroring the world which exists. We are not talking about what is right but what is."

The consequences of departing from that stance were made clear when, under pressure from the sponsoring Manpower Services Commission, they departed from their rule of choosing actors only on the basis of their roles and allotted the winning role to the only black participant, a girl. This was unfortunate, the programme "fix" showed and the film lost some credence with young audiences as a result. Sverdlow and Page determined never to make that mistake again. The decision led to

a breach with their sponsors and the last film is entirely their own work, made at their own risk.

They are aware, none the less, of the need to strike a balance. "We will not pull punches to get at the truth," Chris Page said, "but I would not put a black in the stocks any more." Nor, he admitted, would he put a girl in the position of the careless young man who gets hurt in the last episode of the latest film, which is about safety. "I did not want to see a girl broken up," he said, adding reflectively: "It is interesting that I can put a boy through blood and damage and nobody will complain about that."

Now they know they are on the right wavelength and that teachers appreciate the clarity of their teaching points, they feel it is time for a change. "There must be other subjects where we can draw out the educational trigger points," said Chris Page. "Or we could move to youthful problems with things like sex and drugs. These are touchy subjects and you cannot fool around."

Why, then, do they do it? After all, they can, and do make perfectly straightforward graduate recruitment documentaries. "I just love teaching," said Phil Sverdlow, "particularly the lower ability kids. It is so rewarding to see the results coming through." To get those results both Page and Sverdlow are prepared to go through a lot.

KING SAUD UNIVERSITY DASSEM, SAUDI ARABIA COLLEGE OF AGRICULTURE AND VETERINARY MEDICINE

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Further details and application form, returnable by 5th April, from Director of Education (FE/CS Section), PO Box 57, Avon House North, St James Barton, Bristol BS99 7EB. Tel. Bristol 290777 ext. 507. Avon is an equal opportunity employer.

Education Department

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PHYSICAL EDUCATION (GIRLS)
PHYSICS

Applications are invited from newly qualified and experienced teachers to join the Authority in the establishment of 16 new Community Comprehensive Schools (11-18) in September, 1985.

The new schools are part of an extensive reorganisation of county secondary school provision and complement the earlier reorganisation of the Roman Catholic secondary sector. Each school has been specifically structured and will have the resources to cater for the widely differing needs of pupils drawn from its surrounding catchment area.

The Authority is fully committed to raising standards of achievement and maintaining and strengthening a broad and balanced curriculum for all pupils of whatever level of ability or cultural and ethnic background.

As a newly qualified teacher you will be joining some of the best qualified colleagues and mentors in the profession. If you are an experienced teacher you will enjoy working with other professionals in a challenging new era of the City's schools' development. Above-scale posts will be available for suitably experienced applicants.

It is a challenge the Authority recognises by fully supporting its teaching staff with wide-ranging "in-service" training programmes and a complete team of subject advisers, and by a commitment to the expansion and co-ordination of 16-19 education.

Application forms are available from (sag): The Director of Education, Teaching Staff Section, 14 Sir Thomas Street, Liverpool L1 8BA. Telephone 051-256 5480. They should be returned within TWO WEEKS from the date of this advertisement.

LIVERPOOL
A Socialist Council

The City Council is an
Equal Opportunity
Employer and welcomes
applications irrespective
of race, sex, marital
status, or disability.

UNIVERSITY OF SURREY

DEPARTMENT OF MATHEMATICS

Chair in Statistics

Applications are invited for the above Chair in the Department of Mathematics. Applicants should have an initial background in Mathematics or Statistics together with extensive basic research and teaching experience in the latter. There is no preferred area of specialisation though candidates would be expected to have a strong interest in furthering the industrial collaboration of the statistical group.

Further particulars are available from the Academic Registrar (AA), University of Surrey, Guildford, Surrey GU2 5XH, or telephone Guildford (0483) 571261, Ext 633. Applications from men and women, in the form of a curriculum vitae, including the names and addresses of three referees, should be sent to the same address by 12 April, 1985, quoting the reference 363/G.

FOREIGN LANGUAGE TEACHERS

Experienced in high standard design and teaching of intensive courses for UK business executives. Challenging projects. London / Essex areas.

Please send CV to
Company Languages,
EW 158 THE GUARDIAN

EFL TEACHERS

required for Short-term Contracts (1-4 months)

One position to start from 25th March.

Qualifications: RSA Dip. or similar.

Age Range: 25-35 years.

Experience: Approx. two years' General English.

German experience useful.

Please apply in writing to:

Director of Studies,
King's School of English,
22 Beckenham Road,
Beckenham, Kent.

THE UNIVERSITY OF MANCHESTER NEW BLOOD POSTS

Applications are invited for the following posts of LECTURER which have been established under the national scheme to encourage the appointment of younger members of the academic staff (the "new blood" scheme). Applicants should normally be under the age of 35 years. Each post is tenable from October 1st, 1985 or a later date to be arranged. The salaries will be within the range £7,520-£14,955 per annum.

MEDICINE (ENDOCRINOLOGY) (Ref. 41/85). The post is for a cell biologist who will conduct research into mechanisms of hormonal action on multiple cell systems working initially on interactions *in vitro* between bone cells, on the nature of their inter-cellular signals and on their hormonal control. Undergraduate and postgraduate teaching will be in the Departments of Medicine and Biochemistry.

**PHARMACEUTICAL CHEMISTRY /
MAGNETIC RESONANCE IMAGING**
in the Department of Pharmacy.

(Ref. 42/85). A physical scientist is required with a specific interest and experience in NMR to develop non-invasive methods for the study of drugs and their formulations *in vivo*. The appointee will have access to a purpose-built SERC-funded imaging facility.

**MOLECULAR / CELL / DEVELOPMENTAL
BIOLOGY** in the Department of Basic Dental Science.

(Ref. 43/85). Candidates should have research experience in contemporary techniques and provide a strong input into the department's research into developmental mechanisms during normal and abnormal craniofacial embryogenesis.

PHYSIOLOGY (Ref. 44/85). Applications of NMR spectroscopy and imaging in the study of isolated, perfused tissues and organs.

CIVIL ENGINEERING Geotechnical Modelling.

(Ref. 45/85). To join the geotechnics group in the resolution of engineering problems by physical or computational and physical modelling using the largest centrifuge in the U.K. and supported by the facilities of the University of Manchester Regional Computer Centre.

PHYSICS Theoretical Nuclear Physics.

(Ref. 46/85). Preference will be given to candidates with a demonstrated interest in non-nuclear aspects of nuclear physics, as revealed in deep inelastic lepton scattering and/or new high density phases of matter relevant to relativistic heavy-ion collisions or astrophysics.

PHYSICS Experimental Atomic and Molecular Physics

(Ref. 47/85). Preference will be given to candidates with research interests in spectroscopy or collision physics.

ENGLISH LANGUAGE AND LITERATURE
The Language of Literature

(Ref. 48/85). Candidates should be especially interested in the application of current linguistic theory to the study of English poetry.

**ECONOMICS (WITH SCIENCE AND
TECHNOLOGY POLICY)** Economics of Technical Change

(Ref. 49/85). This post will be concerned with the development of quantitative indicators of technological change and the relation between technological performance and industrial competition. It will contribute to the collaborative programme of research into innovation mounted jointly by the Departments of Economics and Science and Technology Policy.

Particulars and application forms (returnable by April 9th, 1985) from the Registrar, The University, Manchester M13 9PL. Please quote the appropriate reference.

Nene College Northampton

RE-ADVERTISEMENT

DEAN

OF THE FACULTY OF MATHEMATICS,
MANAGEMENT AND BUSINESS
(Incorporating the Blackwood Hodge Management Centre)

Applications are invited for this key post, which has become available as a result of the appointment of the former dean, Dr A J Wood, as the director of the Luton College of Higher Education.

The faculty has undergone most marked growth in the last nine years and the dean of the faculty also has overall responsibility for the Blackwood Hodge Management Centre, which operates successfully on trading account lines and has already established an excellent national reputation.

Because of the importance of this key post, the college is anxious to appoint an outstanding leader in this field who combines high academic qualifications in any of the above subject areas, with membership of a professional body where appropriate. Experience at an adequate level in industry, commerce or the public sector is desirable and a dynamic entrepreneurial attitude will be a key requirement. The post is graded as Burnham Head of Departments.

Further particulars and application forms are available from L C Skelton, Chief Administrative Officer, Nene College, Moulton Park, Northampton NN2 7AL (0604 715000) to whom they should be returned within 14 days of the appearance of this advertisement.

(See please). Potential applicants requiring more information may ring Dr J P A Frain, Deputy Director (0604 714101). Unless we are advised to the contrary, previous applicants for the post will automatically be reconsidered.



HUMBERSIDE EDUCATION COMMITTEE

HEAD

Required for September, 1985, for
WOLFRETON SCHOOL, SOUTH ELLA WAY,
KIRKELLA, HULL.
2,134 Pupils on roll, Burnham Group 14, Age
Range 11-18.

This is a fully comprehensive, co-educational secondary school for pupils aged 11-18, located on two sites approximately one mile apart. There are currently 2,134 pupils on roll, 290 of whom are in the Sixth Form. Applications are invited from suitably qualified and experienced teachers for the post of Head Teacher which will become vacant in September, 1985, following the retirement of the present Head of the School.

Applicants should note that the Head Teacher is also Warden of the Further Education Institute based at the Upper School site, for which an additional allowance of £1,053 per annum is payable.

Application forms and further particulars are obtainable, upon receipt of a stamped addressed envelope, from the Director of Education (H.O. Staffing), County Hall, Beverley, North Humberside, HU17 9BA, to whom completed forms should be returned not later than Thursday, 28th March, 1985.

All applicants are considered on the basis of their suitability for the job irrespective of disability, race, creed, sex or marital status. Disabled candidates whose applications have the written support of their D.R.O. will be guaranteed an interview.



UNIVERSITY OF DUBLIN Trinity College

LECTURESHIP IN PURE MATHEMATICS

(Oriented towards Theoretical Computer Science)

Applications are invited for the above post in the School of Mathematics at Trinity College, Dublin.

Following a period of expansion in its computer-related activities, the School of Mathematics now wishes to appoint to a Lectureship in Pure Mathematics a person whose research interests are in theoretical computer science or a branch of mathematics relevant to it.

Salary scale: IR£9031 to £17,874 p.a. Appointment will be made within the salary range IR£9031 to £11,829 p.a. at a point commensurate with qualifications and experience to date.

Application forms and further particulars relating to this post may be obtained from: Establishment Officer, Staff Office, Trinity College, Dublin 2, to whom completed applications should be returned by not later than Friday, March 22, 1985.

School Teaching Posts Overseas

Brazil

- Post 1—Teacher of Mathematics (SMP) for Senior School
- Post 2—Teacher of History with subsidiary Geography for Senior School
- Post 3—Junior School Teacher (General Subjects) for 9-11 year olds

St Paul's School, Sao Paulo. An independent co-educational day school which provides British-type education for 530 multinational pupils aged 4-17 years.

Qualifications: Candidates, single or married teaching couples without children, aged 25-35, must be British citizens with a U.K. degree, PGCE and at least 3 years' relevant teaching experience in all the subject or age range to be taught.

Salary: In range CR\$2,690,000- CR\$3,122,480 per month (E1 = CR\$4,164 approx) according to qualifications and experience. Salaries are adjusted every six months in line with the cost of living index.

Benefits: Expatriate allowance equivalent £168 per month, annual bonus, medical scheme, fares and baggage.

Contract: 2-year renewable, commencing August, 1985. Guaranteed by British Council.

Closing date for applications: April 9, 1985.

Reference: BA B 109-111G.

Pakistan

- Post 1—Head Teacher
- Post 2—Assistant Primary Teacher

The British School, Islamabad. A multinational British-type primary school for 85 English speaking pupils aged 5-11.

Duties: Head Teacher to undertake normal Primary Head duties including teaching, administration, staff supervision and out of school activities. Primary teacher required to teach all subjects to 7-8 year olds.

Qualifications: Candidates must be U.K. citizens and qualified teachers, certificate in education essential, degree desirable. Wide-ranging primary teaching experience; preferably with some overseas experience and for Post 2 relevant administrative experience. Single candidates preferred.

Salary: Burnham (Inner London) scale, Group 2.

Benefits: Free furnished accommodation, fares, baggage, superannuation contribution.

Contract: 2-year renewable local contract, commencing end August, 1985, guaranteed by British Council.

Closing date for applications: April 9, 1985.

Reference: BA B 112-113G.

United Arab Emirates, Dubai

- Post 1—Head of English
- Post 2—Head of French
- Post 3—Head of Mathematics
- Post 4—Head of Science
- Post 5—Teacher of Music
- Post 6—Media Resources Officer
- Post 7—Laboratory Technician, Science Department

Rashid School for Girls, Dubai. The School provides a British-type education up to GCE O-Level for Arab and non-Arab girls. It is intended that this will be extended to A-Level.

Duties: Post 1-4: To teach up to O-Level and later to A-Level, supervise the work of the department and contribute to the school in an administrative or pastoral role. In addition: Post 1: give guidance to other staff whose pupils have language problems; Post 2: liaise with the English and Arabic departments.

Post 5: To teach up to O-Level and later A-Level classes and help with group / Individual instrumental work, to contribute to the pastoral or administrative work of the school.

Post 6: To establish and develop an audio-visual Resources Centre, order and maintain equipment, co-operate with staff on the design and construction of educational resources providing technical facilities and expertise, provide staff training.

Post 7: To assist teachers in preparing experiments and equipment for lessons and examinations, to order and maintain equipment and chemicals, to ensure laboratories, preparation area, dark room, chemistry store and animal room are kept in good order.

Qualifications: Candidates should be female, single or married unaccompanied, except for Post 6, where married accompanied males will also be considered; they should be U.K. citizens with a British educational background, should preferably hold a current driving licence; knowledge of Arabic useful.

In addition: Posts 1-4: Candidates should be over 25 years, with a good Honours degree and teaching qualification, at least 3 years' teaching experience to O- and A-Level with proven administrative ability as Head of their subjects. The Head of English should have experience of teaching second language learners; the Head of French must include experience of public examination work which could be the newly developing tests of language skills; the Head of Science should preferably teach Biology or Physics.

Post 5: Candidates should be aged 23+ with a qualification from a Music College or University music course and preferably play a wind instrument.

Post 6: Candidates should have HNC or degree: photography, graphic art, sound engineering, media/film, printing or be a fully certificated Media Resources Officer; with at least 2 years' experience in production of audio-visual resources, some photo and tape-slide experience. N.B. a married man accompanied by his wife will also be considered for this post only.

Post 7: Advanced City and Guilds or equivalent, school experience, preferably with physics bias.

Salary: Tax-free: Posts 1-4: Dhs63,000 per annum with Dhs1,800 per annum for previous teaching experience up to 10 years; Posts 5-6: Dhs54,000 per annum with Dhs1,800 per annum for previous teaching experience up to 10 years, plus expatriate allowance of Dhs3,800 per annum; Post 7: Dhs48,000 per annum with Dhs1,800 per annum for previous relevant experience up to 10 years, plus expatriate allowance of Dhs3,800 per annum (E1 = Dhs4,092 approx.).

Benefits: Free furnished accommodation, medical expenses, terminal gratuity, annual passage-paid leave, baggage allowance.

Contract: 2-year local contract, guaranteed by British Council, renewable, commencing September, 1985.

Closing date for applications: March 25, 1985. Previous applicants need not re-apply.

Reference: BA A 176-182G.

Venezuela

Primary Teacher

The British School, Caracas. A well-established co-educational day school with 107 pupils, which provides Primary Education based on the British system.

Duties: To teach general subjects (excluding Music) to 7-12 year olds. **Qualifications:** Candidates must be single, U.K. qualified teachers aged 24-28, with a Teacher's Certificate and at least 3 years' current U.K. teaching experience. Candidates with an interest in Mathematics and experience of teaching basic computer skills preferred.

Salary: In range of BS76,560-BS118,680 per annum, according to experience. (E1 = BS15 approx.).

Benefits: Christmas, holiday and annual bonuses, setting-in grant, rent allowance, medical insurance, fares and baggage.

Contract: 2-year renewable, commencing September 1, 1985. Guaranteed by British Council.

Closing date for applications: April 9, 1985.

Reference: BA B 108G.

For further details and an application form, please write, quoting the post reference number to: Overseas Educational Appointments Department, The British Council, 91 Pentonville Road, London N1 9DT.



SHEFFIELD AGAINST RATE CAPPING FOR THE RIGHT REASONS.

DEPUTY CHIEF EDUCATION OFFICER

Salary £19,173-£20,961

Sheffield is a leading urban education authority with a reputation for innovation and effectiveness in all forms of education with strong community involvement. We are looking for applicants who will be expected to show evidence of high qualities of leadership and managerial ability in a broad field of educational administration at senior levels. Applicants should have the energy and commitment to keep up the momentum in an Authority which is committed to maintaining educational quality and to continuing developing standards of provision through the difficult financial times that appear ahead. Will have particular responsibility for the policy development and implementation in relation to schools and pre-school areas, as well as contributing to the whole service as a member of the Senior Management Team.

APPLICATION FORMS AND FURTHER DETAILS FROM THE CHIEF EDUCATION OFFICER (REF-ST/PWC), EDUCATION DEPARTMENT, LEOPOLD STREET, SHEFFIELD S1 1RA, TO WHOM COMPLETED APPLICATIONS SHOULD BE RETURNED BY 28TH MARCH.

City of Sheffield

An Equal Opportunity Employer

Coiste Gairmoideachais Chathair Chorcaí CITY OF CORK VOCATIONAL EDUCATION COMMITTEE

Applications are invited from suitably qualified persons for the following post:

PRINCIPAL

Crawford Municipal School of Art

Qualifications in accordance with the Regulations of the Department of Education.

SALARY SCALE: IR£17,549 — IR£20,955 (7 Point Scale)

Official application forms and details from Personnel Office, Committee Offices, Emmet Place, Cork. Tel: 021-965033.

CLOSING DATE: The latest date for receipt of completed official application forms is 5 p.m. on WEDNESDAY, 3 APRIL, 1985.

R. LANGFORD,
Chief Executive Officer.

UNIVERSITY OF SOUTHAMPTON

Department of Geology Research Assistant

Applications are invited for a research assistant to undertake palaeomagnetic investigations on sediment cores sampled from the Weddell Sea, Antarctica, as part of a British Antarctic Survey special topic research grant.

Applicants should hold a degree in Geology, or Geophysics and have a special interest in sedimentary marine geology, or palaeomagnetism. The post is offered for 15 months from 1 April, 1985 or soon thereafter. Initial salary £7,055 per annum (under review) + U.S.S. benefits.

Applicants are requested to submit a full curriculum vitae and the names of two referees to Dr. R. Hamilton, Department of Geology, University of Southampton, SO9 5NH. Tel: 0703 599122. Ext. 2012 from whom further particulars can be obtained.

UNIVERSITY OF Wales

ACADEMIC REGISTRY ADMINISTRATIVE ASSISTANT

Applications are invited from some experience in university administration. Duties will include the organisation and conduct of examinations and the servicing of the Committees of the Schools of Studies.

Salary: Administrative Grade 1A £5,800 to £12,150 per annum. Requests (quoting Ref. C25) for details and application form to: Staffing Office, UWIST, PO Box 68, Cardiff CF1 3ZA. Closing date April 4, 1985.

Colleg y Drindod, Caerdydd Trinity College, Carmarthen

Applications are invited for the post of

HEAD OF ENGLISH DEPARTMENT (Principal Lecturer)

to commence duties on 1st September, 1985, from graduates with a good Honours and, if possible, a Higher Degree, and with successful experience of teaching, preferably in Primary Schools. Applicants must be able to offer an area of English Literature as a specialised field and be able to contribute to B.Ed and B.A. Degree courses.

Further particulars may be obtained from the PRINCIPAL, to whom a LETTER OF APPLICATION, a full CURRICULUM VITAE, and the names of two referees should be forwarded by 23rd March 1985.

Applications are invited for the post of
Lecturer II / Senior Lecturer in

1. SOCIOLOGY 2. MATHEMATICS

to contribute to B.Ed and B.A. Degree Courses. Duties will commence on 1st September 1985.

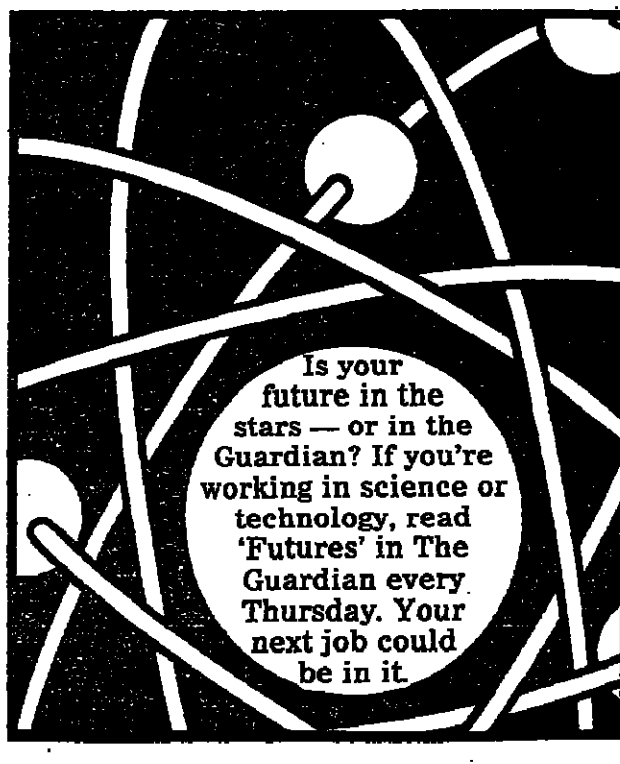
Applicants must be good Honours graduates with recent and successful experience of Primary School teaching and be able to lecture through the medium of Welsh.

In addition to their major interest within the teaching of the above subjects, candidates should indicate any other area of the Primary School curriculum to which they are able to contribute.

Further particulars may be obtained from the PRINCIPAL, to whom a LETTER OF APPLICATION, a full CURRICULUM VITAE, and the names of two referees should be forwarded by 23rd March 1985.

Trinity College, Carmarthen, Dyfed SA31 3EP.

Telephone: (0267) 237971



YOU CAN FIND IT IN THE
GUARDIAN



West Glamorgan Institute of Higher Education, Swansea

Faculty of Business Administration Head of the School of Business (Principal Lecturer)

Applications are invited from suitably qualified candidates for the above post. Candidates should possess an honours degree in Business or an allied field and should have wide commercial / industrial experience. Possession of a higher degree and a knowledge of GNAA would be an advantage. The successful applicant will be responsible for the development and control of a range of advanced courses including professional, undergraduate and postgraduate provision. The successful applicant should have a knowledge of the application of IT to the business world.

Faculty of Electrical Engineering Head of the School of Electrical Engineering (Principal Lecturer)

Applications are invited from good honours graduates in Electrical / Electronic Engineering. The successful candidate will be responsible for developing courses in Computer Aided Engineering at an advanced level. Applicants should have wide industrial experience in CAD and its industrial application. The possession of a higher degree and an interest in research would be an advantage as well as a knowledge of GNAA.

Faculty of Information Studies Head of School of Business Informatics (Principal Lecturer) — Re-advertisement

Applications are invited from good honours graduates in Finance, Marketing, Production or related disciplines. The successful candidate should possess a higher degree and a research / consultancy background would be advantageous. The Institute is seeking a person with wide industrial and commercial background including the use of Information Technology in the commercial environment. A knowledge of GNAA is desirable as well as a commitment to the development of high level courses.

Salary Scale: Principal Lecturer £13,095-£16,467.

Application forms and further details can be obtained from the Principal, West Glamorgan Institute of Higher Education, Townhill Road, Swansea SA2 0UT. Please enclose S.A.E.

FACULTY OF SCIENCE

Applications are invited for the following posts:

1. DEPARTMENT OF BIOLOGICAL SCIENCES

LII IN CROP PHYSIOLOGY AND PATHOLOGY

Candidates should have research and honours teaching interests in crop physiology, and the physiological aspects of plant pathology. Experience of *in vitro* manipulations and/or field work would be an advantage. Assistance will also be expected with the teaching of other aspects of plant science at a lower level.

2. DEPARTMENT OF ENVIRONMENTAL SCIENCES — CHEMISTRY DIVISION

LII INORGANIC CHEMISTRY

Applications are invited from suitably qualified persons to teach Inorganic Chemistry up to Honours Degree level. Previous lecturing experience is desirable but not essential. Applicants should have a research interest in some area of modern inorganic chemistry.

3. DEPARTMENT OF GEOGRAPHICAL SCIENCES

LII IN GEOGRAPHY OF TOURISM AND RECREATION

Candidates may have a background in either physical or human geography but must have a proven research record in geographical aspects of recreation and tourism. An ability to teach the full range of geographical techniques will be expected.

Salary: £7,548-£12,099 (Normally with further advancement to £14,061).

Application forms — to be returned by Friday, 29th March, 1985 — and further details may be obtained from the Personnel Officer, Plymouth Polytechnic, Drake Circus, Plymouth PL4 8AA. Tel: (0752) 264638.



DUNCROFT CENTRE, STAINES, MIDDLESEX

DEPUTY PRINCIPAL (Education)

£11,889 — £12,981 p.a. + London Weighting

Duncroft is a Centre for thirty difficult adolescent girls. A multi-disciplinary Staff Team work closely to provide full-time programmes in care, education, work training and preparation for independence. This post offers opportunities to contribute to the shaping of policy, the sharing of management responsibility and development of the total programme.

A new Resource Centre offers individual learning programmes under the guidance of personal tutors and specialist teachers. Examinations are taken up to 'O' level. The Deputy Principal (Education) is responsible for curriculum development, and pioneering new approaches to the task. Duncroft provides social skills training Outward Bound type experiences and involvement with the local community. There is provision for day-pupils. Girls from Duncroft attend schools and colleges in the area. The previous Deputy Principal (Education) has taken up a post as Deputy Headmaster.

Barnardo's is a Christian Child Care organisation and offers conditions of service broadly in line with local authorities. Applications for posts are welcomed from persons irrespective of disability, marital status, sex or race. Transferable pension. Applications to: Mr Elysa Owens, Divisional Director, London Division, Turners Lane, Barking, Essex, Tel: 01-551 0011. Enquiries to: Sister Consolata. Tel: Staines 50186.



Barnardo's



NEWMAN AND WESTHILL

NEWMAN COLLEGE AND WESTHILL COLLEGE

JOINT HEAD OF MATHEMATICS

(with responsibility for Computing in the B.Ed. degree)

Applications are invited for this important post of leadership in this subject across the two Colleges. Candidates are expected to have a good Honours degree in Mathematics and a higher degree. Preference will be given to candidates who level and have an interest in computer education. The two Colleges are Affiliated Colleges of the University of Birmingham and are working on a joint academic programme. Further details of the post and mode of application may be obtained from: The Principal, Westhill College, Selly Oak, Birmingham B29 6LL. Tel: 021-472 7245. Closing date: 12th April, 1985. Provisional date for interview: In week commencing 20th May, 1985.

Affiliated Colleges of the
University of Birmingham

Senior Youth and Community Worker

ORCHARD YOUTH AND COMMUNITY CENTRE, SLOUGH
£9,345 to £10,467 inclusive
Required to be responsible for the organisation and development of work with young people and adults among the black community in Slough. Applicants must be qualified Youth and Community Workers or teachers and should have a clear understanding and experience of West Indian culture and the practice of casework and counselling ability and skills in the practice of casework and counselling young people, especially in the areas of welfare and legal rights. Comprehensive in-service training and personal supervision. Removal expenses in approved cases.
For informal discussion telephone John Ainsley or Andrew Amann on Slough 76138.

Youth and Community Worker

FOR THE AFRO-CARIBBEAN COMMUNITY IN SLOUGH
£8,361 to £9,345 inclusive
Required to establish and maintain contact with young members of the Afro-Caribbean community with a view to assisting the Service to meet their needs. Applicants must be qualified Youth and Community Workers or Teachers with knowledge and experience of work with the Afro-Caribbean community and a definite commitment to improving the situation of underprivileged young black people. He/she should have the ability to work within a team of colleagues and to relate effectively to a range of different agencies to provide advice and information as appropriate. Comprehensive in-service training and personal supervision. Removal expenses in approved cases.
For informal discussion telephone John Ainsley, District Youth and Community Officer, on Slough 76138.

Youth and Community Worker

DEE PARK YOUTH AND COMMUNITY CENTRE
£8,103 to £9,057
A qualified and experienced Youth and Community Worker is required for this new post, funded under Urban Aid, to open and develop this unusual new centre which includes indoor and outdoor facilities in a building imaginatively converted from an existing two-storey garage building into a Youth and Community Centre. Priority tasks will be to establish an attractive social educational programme of activities for young people in the 14 to 21 age range and to initiate and develop the involvement of local people in community use. Appropriate skills would be the use of activities to develop social education and individual and group relationship skills. Comprehensive in-service training and personal supervision. Removal expenses in approved cases.
For informal discussion telephone Mr John Lee, District Youth and Community Officer on Reading 587260.
Application forms and job description for the above posts from the Director of Education (YCS), Shire Hall, Shirefield Park, Reading RG2 9XE (see page 10).
Closing date March 25 for all posts.
An Equal Opportunity Employer.

Royal County of Berkshire

Deputy Chief Administrative Officer

£7,524 — £8,262

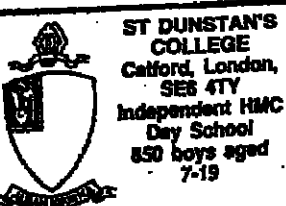
Required as soon as possible at Redditch College of Further Education, Peaknam Street, Redditch, which serves an expanding New Town and its surrounding areas. Financial expertise and some knowledge of computerisation is essential. Applicants should also have drive and initiative, be ambitious to progress to a senior administrative role in further/high education, and preferably hold a professional qualification and have relevant administrative experience. The successful applicant will assist and deputise for the Chief Administrative Officer.
Application forms and further details available from: The Principal, Tel. Redditch 63607 (Please quote reference EX1).
Closing date: 22nd March, 1985.

Hereford and Worcester County Council

Faculty of Applied Studies Department of Business and Management Studies HEAD OF DEPARTMENT GRADE 6

Applications are invited for the above post. Department of Business and Management Studies is part of the Faculty of Applied Studies but it is anticipated that the department will be autonomous by September 1985. The post involves responsibility for the Director for:
1. The academic and operational leadership of the department and the maintenance and development of existing programmes of Business and Management Courses.
2. The development of research, consultancy and staff development programmes.
3. The development and maintenance of both the internal and external relations of the department.
Candidates should be well qualified and experienced graduates and have a proven record of development of academic courses.
Further information and application forms may be obtained from: Mr G. R. Gleave, Clerk to the Governors, Crewe & Alsager College of Higher Education, Crewe Road, Crewe CH1 1DU.
Closing date for completed applications Friday, 12th April, 1985.

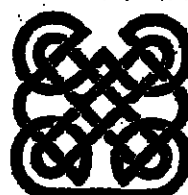
Crewe & Alsager College of Higher Education



ST DUNSTAN'S COLLEGE, London, EC5 4TY
Independent HMC Day School
530 boys aged 7-19
Required in September 1985: Deputy Master of the Lower School, to assist with the administration and activities of the section of the School containing boys aged 11-13. To be also a form teacher; preferably with experience in the teaching of subjects: Modern Languages or History.
Art Master: two days per week, to teach mainly in the Sixth Form.
Required for the Summer and possibly Michaelmas Term 1985: teacher for boys of 7+ in the Preparatory Department.
Preference for well qualified, experienced teachers from London posts. Salary details from the Headmaster, to whom applications should be made by Wednesday, 20th March 1985. Closing two academic references.

ASSISTANT LIBRARIAN (ENGINEERING) SCALE 4/5/6

Applications are invited from qualified librarians, with additional academic qualifications or appropriate experience, for the above post, in the Polytechnic Library. The Polytechnic of Wales, PONTYPRIDD, 100 GLENGORGE, CF37 1DL.
Tel: (0443) 406133
Closing date: 20 March, 1985.
Ref. 73757.
The Polytechnic of Wales



West Glamorgan Institute of Higher Education, Swansea

Faculty of Business Administration Lecturer II: Nursing Studies

Applications are invited from professionally qualified candidates to be responsible for the Diploma in Nursing and other ancillary health courses. The successful candidate will be responsible for the theory, practice and the evaluation of Nursing. Applicants should be experienced Nurse-Tutors in possession of a degree and teaching experience would be an advantage.
Salary: Lecturer II £7,548-£12,089.

Faculty of Information Studies Lecturer I: Mathematics

Applications are invited from well qualified graduates in Mathematics. The successful candidate, who will be based in the School of Quantitative Studies, will be responsible for the teaching of Mathematics across a range of courses including advanced level courses. The possession of a higher degree would be an advantage as well as an interest in research. Previous teaching experience would also be desirable.
Salary: Lecturer I £5,910-£10,512.

Application forms and further details can be obtained from the Principal, West Glamorgan Institute of Higher Education, Townhill Road, Swansea SA2 0UT. Please enclose S.A.E.

Metropolitan Borough of Rochdale

APPLICATIONS ARE INVITED FROM THOSE WITH THE NECESSARY ATTRIBUTES REGARDLESS OF RACE, CREED, NATIONALITY, DISABILITY, AGE OR SEX.

EDUCATION DEPARTMENT H842 CHIEF ASSISTANT EDUCATION OFFICER (SCHOOLS)

72 1/2% of Full-time + 3 — £15,981 + 4(572) — £17,469
Applications are invited for the above post. The successful applicant will be Head of Schools Branch within the Department and have general responsibility for the development and administration of maintained schools within the Borough.
Candidates should be holders of a degree with experience of teaching in maintained schools together with extensive administrative and managerial experience at a senior level in a Local Education Authority.
An essential car allowance is payable, therefore, applicants must possess a full current driving licence.

H843 YOUTH AND COMMUNITY WORKER — Hamer Youth Centre

JNC Range 3 (Points 1-5) £7,686-£8,844 plus £363 pa extra qualification allowance.
A well qualified (ie Certificate in Youth and Community Work) and experienced person is required as soon as possible to be in charge of a large youth centre based on a school campus. Duties will include staff supervision; facilities management for support to young people through "social education"; establishing contacts with individuals, community groups and other caring agencies in the area and liaising with the adjoining school. In addition, the appointee will develop the work with the young unemployed, who use the Centre during the day. Assistance with removal expenses etc. and housing accommodation may be available for both posts.
Application forms available (Quote Ref No) from the Chief Executive Officer, PO Box 68, Municipal Office, Smith Street, Rochdale OL16 1XG (Tel. 47474 Ext 662) to be received not later than 29 March, 1985.

MINISTRY OF DEFENCE Burnham Lecturer Grade I Army Apprentices College, Chesham

Applications are invited from suitably qualified persons to fill this post as soon as possible.
The College trains Royal Engineer, Royal Corps of Transport and Royal Army Ordnance Corps apprentices. They join between the ages of 16 and 17½ and remain at the College for two years.
The main duties are: (a) The teaching of Construction Science and Technology, Building Services and Construction and Civil Engineering Construction in support of trade training and for City and Guilds and BTEC National Certificate courses; (b) The teaching of mathematics in support of artisan trade training and City and Guilds courses.
Qualifications: A relevant degree or HNC in building and/or Civil Engineering and a teachers certificate or a minimum of 3 years' teaching experience in relevant subjects. Industrial experience in a supervisory or quality control position and an ability to teach general subjects would be an advantage as would membership of a relevant professional institution.
The person appointed will be required to take a full and active part in the extra-curricular activities of the College and will be required to assist with, or supervise, the running of a sport and/or hobby activity.
Salary £5,910-£10,512 plus a pensionable allowance of 17% of salary for the slightly longer working year and Excessive Duty Allowance as appropriate.
The appointment is supernumerary under the Teachers' Superannuation Scheme and will attract established civil servant status.

THE CIVIL SERVICE IS AN EQUAL OPPORTUNITIES EMPLOYER.

APPLICATION FORMS AND Further Information may be obtained from Ministry of Defence, CMB51105, Room 330, Lagoon House, Theobald Road, London, WC1X 8RY. Closing date for completed application forms, quoting AW1680, is April 4, 1985.

ilea Inner London Education Authority

MARYLEBONE-PADDINGTON ADULT EDUCATION INSTITUTE Amberley Adult Centre, Amberley Road, London W9 2AJ

Vice-Principal
wanted from September, 1985.
Marylebone-Paddington Adult Education Institute covers part of the City of Westminster and North West Camden and is responsible for providing about 1,700 classes a week including a wide provision of classes for special needs in the community.
Applicants should have relevant teaching and organising experience. The successful candidate must have the ability to work as a member of a large team and demonstrate qualities of leadership and initiative.
Salary scale in accordance with the Burnham (FE) Report: Vice-Principal Group 4 (Max) £16,944 plus £1,038 London allowance.
Details and forms returnable by March 20, 1985, from the Education Officer (EO/CECS), Room 236a, The County Hall, London SE1 7PB (stamped addressed foolscap envelope).
ilea is an equal opportunities employer.

ADVERTISEMENTS CONDITIONS OF ACCEPTANCE

It is a condition of acceptance of advertisement orders that the advertiser of the advertisement shall not be responsible for the insertion of any advertisement on a specified date or at all, although every effort will be made to meet the wishes of advertisers; neither, they, nor their agents, shall be responsible for any delay or non-insertion in the printing or non-appearance of any advertisement. They also assume the risk to classify correctly any advertisement, and to delete any objectionable wording or insert any advertisement.
Although every advertisement is carefully checked, occasionally mistakes do occur. We cannot accept responsibility for any error. We would, however, be pleased to accept responsibility for any error in the insertion of an advertisement, or any change which does not affect the nature of the advertisement.

THE GUARDIAN

Posts Overseas

Syria

Assistant Director of Studies The English Language Institute The British Council, Damascus

Duties: Administration of the teaching staff, assistance to the Director, responsibility for the academic development of the Institute, responsibility for academic and general administration. Up to 10 1/2 hours' teaching per week.
Candidates: Qualified teachers, male or female, should preferably be in the age range 27-40. Married couples are acceptable, as are US, Canadian, Australian, NZ and Irish candidates. A degree plus PGCE/TEFL and at least three years' post-qualification experience, some of it overseas. Candidates with minimum qualifications of RSA Diploma (TRFL) plus five years' post-qualification experience, some of it overseas, may also be considered.
Salary: In the range £10,000-£12,000 per annum, tax free. Starting point dependent on qualifications and experience.
Benefits: Accommodation allowance £4,000 per annum. Baggage allowance, medical insurance allowance, settlement and resettlement grant, superannuation compensation allowance, air fares at beginning and end of contract, 42 days' leave per annum.
Contract: With the British Council for two years from 1 July, 1985, or as soon as possible thereafter. Extendable by mutual agreement.
Reference: 84 D 120 G.

Key English Language Teaching Scheme

The KELT Scheme is part of Britain's Aid programme to developing countries

Brazil

Linguistics Consultant (Technical Reading Project) Pontifical Catholic University Sao Paulo

This is one of two posts concerned with the implementation of the Technical Reading Project in Brazilian universities and Federal Technical Schools.
Duties: Teacher-training for project participants on University MA/PhD programmes; supervising dissertations related to project and reading and research; supervising testing of reading proficiency within university and nationally; leading national and project workshops related to issues in EAP; assisting the second KELT adviser in redevelopment and management of the existing EAP resource centre based at the university; some teaching of EAP/ESP courses; designing and implementing a development plan for the project at Federal Technical school level; conducting academic research in the area of reading in relation to Brazilian needs.
Qualifications: Candidates, preferably male, aged 35-50, must be UK citizens with a British educational background. They should have a degree and MA in Applied Linguistics. A PhD or experience in supervising students at PhD level in Applied Linguistics is desirable. Five years' relevant experience overseas is essential. A knowledge of Portuguese is desirable.
Salary: £11,553-£16,158 per annum.
Benefits: Salary free of UK income tax; free family passages; children's education allowance and holiday visits; free furnished accommodation; outfit allowance; medical scheme; baggage allowance; paid leave; employer's contribution to a recognised superannuation scheme or an allowance of 11 per cent of salary in lieu.
Contract: Contracts will be with the British Council for two years initially.
Closing date for applications: 3 April, 1985.
References: 84 K G.
For further details and an application form, please write, quoting the post reference number to: Overseas Educational Appointments Department, The British Council, 90-91 Tottenham Court Road, London W1P 0DT.

The British Council

HEADTEACHER, SPECIAL SCHOOL (4S), DEVON

Required for 1st September 1985, a person of considerable skill and ability to manage a residential school for children with special needs (4S) at Seaton, Devon, with a multi-disciplinary team of staff.
The person appointed will need to be well experienced and to have appropriate educational qualifications, management skills and the ability to develop a broad perspective of the requirements of a resource of this kind.
Ryalls Court has traditionally helped boys and girls aged 10-16 with social, emotional, and educational problems. It is now expanding with an extended Education Unit for those aged 16.
The salary payable will be in the range of £12,033 - £13,284 p.a. plus a Head Teacher allowance of £2,245.
Application forms and job description forms from Mr K MacKenzie, Regional Director of Social Work, Dept. GN23, NCH, Holmwood, Channells Hill, Westbury-on-Trym, Bristol BS9 3HY. Tel. Bristol 506866.
NCH is a Christian-based organisation.
Closing date 29th March.

NATIONAL CHILDREN'S HOME

PRINCIPAL ADMINISTRATIVE ASSISTANT — CONTINUING EDUCATION

Scale: PO2 — £11,259 — £12,243.
Are you looking for a job which combines variety with responsibility? Manchester's Continuing Education Service needs an energetic and experienced person to deal with external funding, revenue estimates, statistics and some broader aspects of continuing education, such as equal opportunities and racism. There will also be involvement in a wide range of issues of a college and area of community education in the city.
If you have a degree or equivalent qualification and good administrative experience and are interested in this post, write to the Chief Education Officer, Education Personnel Office, Crown Square, Manchester M60 3BS for further particulars and an application form, quoting Reference ECR. Closing date: 29th March, 1985. Re-advertisement.
Previous applicants need not re-apply.
The City Council operates a Union Membership agreement under which a new employee is required to become a member of a recognised Union.

MANCHESTER City Council

Manchester City Council is an Equal Opportunity Employer, and we positively welcome applications from women and men, regardless of their race, ethnic or national origin, disability, age, sexuality, or responsibilities for dependants.

University of London SCHOOL EXAMINATIONS BOARD General Certificate of Education Examination

The Board invites applications for the following appointments:

Chief Examiners Ordinary Level HUMAN BIOLOGY FOR JANUARY, 1985 COMPUTING STUDIES FOR JUNE, 1985

Advanced & Ordinary Level JAPANESE FOR JUNE, 1985

Applicants should be graduates or hold appropriate qualifications and should be under 65 with five years recent teaching experience. Examining experience is essential.
Chief examiners' duties include setting question papers, advising on the award of grades and may include the supervision of a team of examiners.
For application forms and further details write to The Secretary, University of London, School Examinations Board, Stewart House, (Room 215), 32 Russell Square, London WC1B 5DN.
Applicants should enclose a self-addressed foolscap envelope. Completed application forms should be returned by April 18th, 1985. Previous applicants for the post in Computing Studies need not re-apply.

SHEFFIELD AGAINST RATE CAPPING FOR THE RIGHT REASONS

PERSONNEL DEPARTMENT PRINCIPAL INDUSTRIAL RELATIONS OFFICER (EDUCATION) PO2h-1 £14,358-£16,065

This is an excellent career opportunity to make a major contribution in the development of Industrial Relations work within a large progressive organisation. The Council is presently undertaking a major policy shift and tackling problems involving low pay, harmonisation, equality of opportunity and industrial democracy. This provides an exciting working environment for a person with a proven record of achievement in industrial relations. Strong inter-personal skills, together with a flexible approach are necessary qualities to contribute to the effective management of people in this large changing organisation.
APPLICANTS SHOULD MAKE WRITTEN APPLICATION TO: ROD KNOWLES, CHIEF PERSONNEL OFFICER, TOWN HALL, 101-103, BY 21st MARCH. BY 21st MARCH YOU WILL LIKE A JOB DESCRIPTION PLEASE TELEPHONE 0742-734075.

EMPLOYMENT DEPARTMENT Sheffield City Council's Employment Committee has set up a Training Company to sponsor and oversee new developments in the field of training in the City. The first project is the Women's Technology Training Workshop, which provides high quality instruction in micro-electronics and computing to women over the age of 25. Designation for exemption from the Sex Discrimination Act has been received in order to take such positive action in training.

ELECTRONICS TUTOR SO1 — £9,477-£10,107

Will be required to design and teach courses in the following: basic electronics; electronic assembly and maintenance; testing of assemblies; design of devices and circuitry; digital electronics; microprocessor programming. Applicants should have an up-to-date knowledge and experience of modern micro-processors; a sound knowledge of basic linear electronics using discrete components and integrated circuits and the ability to design, construct, test and fault-find all the above. Applications are welcome from either sex but a sympathetic and encouraging approach to women's training and education is essential. Provision for day release could be made for suitable applicants.
APPLICATION FORMS AND FURTHER DETAILS FROM THE CO-ORDINATOR, WOMEN'S TECHNOLOGY TRAINING WORKSHOP, TRITECH, THOMAS STREET, SHEFFIELD S1 4LE. TEL: 0742-758257. CLOSING DATE 3rd APRIL.

City of Sheffield An Equal Opportunity Employer

EDUCATION DEPARTMENT DIRECTOR OF BEDFORD COLLEGE OF HIGHER EDUCATION

Re-Advertisement — Previous applicants will be reconsidered.
Required from 1st September 1985 or as soon as possible thereafter.
The College has a wide range of full-time and part-time courses at both advanced and non-advanced levels, including CNA and BTEC validated courses, in agriculture and horticulture, building, business studies, catering, education, engineering, hairdressing, human movement studies, mathematics, computing and secretarial studies.
Applicants should have teaching and administrative experience at a senior level in addition to managerial skills of a high order.
The College is in Group 9 and the salary is currently £26,175.
Application forms and further details are obtainable from the Chief Education Officer (reference FEC1), County Hall, Bedford MK42 9AP.
Closing date 29th March, 1985.
The Council is an Equal Opportunity Employer.

Bedfordshire

Coiste Gairmoideachais Chathair Chorcaí CITY OF CORK VOCATIONAL EDUCATION COMMITTEE

CRAWFORD MUNICIPAL SCHOOL OF ART

Applications are invited from suitably qualified persons for appointment to the following whole-time teaching post.

SENIOR LECTURER I — HEAD OF DIPLOMA STUDIES

Qualifications in accordance with the regulations of the Department of Education.
Salary Scale: IRC15,732-IRC19,507 (6 point scale)
Official application forms and details from: Personnel Office, Committee Offices, Emmet Place, Cork (Tel. 021-965033).
Closing Date: The latest date for receipt of completed official application forms is 5 p.m. on Wednesday, 3 April, 1985.
Signed: R. Langford, Chief Executive Officer.

UNIVERSITY OF SOUTHAMPTON

DEPARTMENT OF SOCIAL STATISTICS
Applicants are invited for the post of
TEMPORARY LECTURER
for one year from September 1985.
Candidates should have a sound training in statistics theory and methods, preferably with a knowledge of and interest in applications in the Social Sciences. The successful candidate will be expected to contribute to undergraduate and postgraduate teaching.
Salary scale: £7,520 to £14,925 per annum. The initial salary will depend on qualifications and experience.
Further particulars may be obtained from Mr. D. A. S. Copland, The University, Southampton SO9 5NH, to whom applications (2 copies from U.K. applicants should be sent not later than 15 April, 1985, quoting reference number 2135).

AMERICAN COLLEGE

American college operating an academic programme for its students in Central London seeks

ADMINISTRATIVE AIDE

from mid-August to mid-December.
Experience and good references required.
Telephone 01-905 0049

WORK IN LEISURE

PG offer opportunities to work with people as activity leaders, sports, creative workshops, Group Leaders, or in a wide range of supporting domestic and administrative roles at residential centres.
Details and application form from: PG Leisure, 184 South Street, Leeds LS1 2HA. Tel: (0535) 64211
CLASSIFIED ADVERTISEMENTS
LONDON 01-276 2232
MANCHESTER 061-832 7220

RESEARCH/RESEARCH AWARDS

NEWCASTLE UPON TYNE POLYTECHNIC

FACULTY OF CONSTRUCTION AND APPLIED SCIENCE
Schools of Chemical and Life Sciences and Applied Consumer Sciences

RESEARCH ASSISTANT

RESEARCHER 'A' £5,910-£5,957 p.a.

Reference RA/RS

Required to work with Dr. P. Cary and Dr. E. Metcalfe on the synthesis and evaluation of organometallic amides and toxic gas suppressing flame retardant compounds. The proposed research will concentrate mainly on the synthesis of organometallic amides containing ferrocene but will also involve thermal degradation studies and large scale testing of treated polymers. A good honours graduate in Chemistry or a related discipline is required, and the successful applicant may register for a higher degree. The appointment is tenable for one year.

For further details and application form please call our 24 hour telephone answering service 0225 222 111 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

University of East Anglia

NORWICH

SENIOR RESEARCH ASSOCIATE AND RESEARCH ASSOCIATE

COMPUTER GRAPHICS (TWO POSTS)

Following a successful feasibility study, the SERC is funding a three-year project to develop a highly modular, configurable graphics system, capable of emulating the actions of a variety of standardised computer systems. The project will involve close co-operation with the international standards community and an objective of the project is to provide a unified framework for understanding standards development. To this end, the system should be configurable to emulate the GKS, GKS/3D and PLOT systems, and it is expected that the system will be influential by, and will influence, developments in other virtual terminal and interface standards. A configurable system such as this is particularly suitable for use on parallel architectures and for prototyping new systems. It is anticipated that the system will be undertaken both to the practical implementation of the system and the use of formal specification techniques. The project will involve the use of the modules and their inter-relationships and the properties of alternative configurations. Two research associates are now required to support the continued development of the system. One of the associates will be a Senior Research Associate on the GKS/3D module, and the other will be a Research Associate on the PLOT module. The successful candidates will be expected to have a first class honours degree in Computer Science or a related discipline, and to have experience in the use of formal specification techniques. The successful candidates will be expected to have a first class honours degree in Computer Science or a related discipline, and to have experience in the use of formal specification techniques. The successful candidates will be expected to have a first class honours degree in Computer Science or a related discipline, and to have experience in the use of formal specification techniques.

Candidates requiring more information should contact Dr. David B. Arnold, Head of Information Systems, University of East Anglia, Norwich NR4 7TJ (Tel 0693 36161) to whom applications should be returned by March 22, 1985.

University of Glasgow

DEPARTMENT OF PHARMACOLOGY

POSTGRADUATE RESEARCH STUDENTSHIPS

Two studentships commencing October 1, 1985, supported by the Scottish Home Office, are available to provide an opportunity for suitable applicants to undertake research into the factors involved in the activation of receptors and the subsequent biochemical, biochemical and microscopical techniques.

Applicants should have obtained a first or upper second class honours degree in Pharmacology or other relevant biological science. Successful applicants will register for the degree of PhD and will receive a stipend effectively equivalent to the support of an MRC postgraduate studentship.

Letters of application by March 31, 1985, curriculum vitae and the names of two referees, should be addressed to Dr. T. C. Cantello and Dr. T. C. Muir, Department of Pharmacology, University of Glasgow, Glasgow G12 8QQ, Scotland.

Inner inquiries are welcomed and further details may be obtained by telephoning either Dr. Cantello or Dr. Muir on 043-339 8855 Ext. 1562.

BRUNEL UNIVERSITY

POSTGRADUATE RESEARCH IN SOCIO-LEGAL STUDIES AND LAW

The Law Department at Brunel University invites applications for postgraduate research students in the areas of socio-legal studies and law. The department has a strong research tradition and is well equipped to support research in these areas. Successful applicants will receive a stipend and access to the facilities of the department.

More details and application forms are available from the Law Department, Brunel University, Uxbridge, Middlesex, or by telephoning 0494 33333.

Candidates should send a curriculum vitae, a list of referees, and a statement of research interests to the Law Department, Brunel University, Uxbridge, Middlesex, or by telephoning 0494 33333.

UNIVERSITY OF WARWICK

RESEARCH TECHNICIAN

The Department of Biological Sciences, University of Warwick, is seeking a Research Technician to assist in the study of the effects of heavy metals on the growth of micro-organisms. The successful candidate will be responsible for the maintenance of cultures and the carrying out of experiments. The post is tenable for one year.

Applicants should have a first class honours degree in Biology or a related discipline. The successful candidate will be expected to have a first class honours degree in Biology or a related discipline, and to have experience in the use of formal specification techniques.

For further details and application form please call our 24 hour telephone answering service 0494 33333 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

THE GUARDIAN

It is a condition of acceptance of advertisement orders that the proprietors of The Guardian do not guarantee the insertion of any particular advertisement on a specified date or at all, although every effort will be made to meet the wishes of advertisers. Further, they do not accept liability for any loss or damage caused by an error or omission in the printing or distribution of any advertisement. They also reserve the right to delete or alter any advertisement which they consider to be defamatory or otherwise objectionable or to reject any advertisement.

Although every advertisement is carefully checked, occasionally mistakes do occur. We therefore ask advertisers to assist us by checking their advertisements carefully and to advise us immediately should an error occur. We regret that we cannot accept responsibility for mistakes made by our printers.

INCORRECT insertion and that no responsibility is granted in the case of typographical or other changes which do not affect the value of the advertisement.

RESEARCH SCIENTIST

SCHOOL OF MANAGEMENT AND MATHEMATICS

A Research Assistant is required for work on an important research contract for the Ministry of Defence involving the computer modelling on transient vibrations in large structures. The post offers an excellent opportunity for a young scientist with proven experience of mathematical modelling to gain experience of project leadership, including opportunities for liaison with MoD establishments and to publish work and present results at meetings in the U.K. and overseas.

The appointment is for two years in the first instance, but should offer further opportunities for able candidates. Salary £7,500 to £12,150.

Application forms and further information may be obtained from: The Personnel Office, RMCS Shrivenham, Swindon, Wiltshire SN6 8LA. Tel. (0783) 732551, ext. 2403 or 2421. (Reference M&M 535).

Closing date for receipt of applications, April 12, 1985.

The University of Lancaster

Department of Physics

Research Associate in Particle Physics

Applications are invited for a post as Research Associate in Elementary Particle Physics. The candidate should have a first class honours degree in Physics or a related discipline, and to have experience in the use of formal specification techniques. The successful candidate will be expected to have a first class honours degree in Physics or a related discipline, and to have experience in the use of formal specification techniques.

For further details and application form please call our 24 hour telephone answering service 0225 222 111 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

University of Newcastle upon Tyne

SCHOOL OF EDUCATION

TVET PROJECT EVALUATION

Applications are invited for TWO Research Associates to work with a team of lecturers on the evaluation of the Technical and Vocational Education Initiative in the region. The successful candidate will be expected to have a first class honours degree in Education or a related discipline, and to have experience in the use of formal specification techniques.

Candidates should have relevant teaching and research experience. The posts are tenable for a fixed term of three years from September 1, 1985. Salary will be at an appropriate point on the Range 1A scale: £7,500-£12,150 p.a. according to age, qualifications and experience.

Applications (two copies, giving full details of age, qualifications, experience and present salary, together with the names and addresses of three referees, should be sent to: The TVET Evaluation Project, School of Education, The University of Newcastle upon Tyne, Newcastle upon Tyne NE1 7RU. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

Closing date for applications is April 4, 1985.

University of Liverpool

Department of Mathematics

ADA SCIENTIFIC SOFTWARE

Applications are invited for the post of Senior Research Assistant to work on the development of mathematical software for the Ada programming language. The successful candidate will be expected to have a first class honours degree in Mathematics or a related discipline, and to have experience in the use of formal specification techniques.

Both positions require an interest in applications within office and industrial settings, and are available for three years from autumn 1985. At least three years postgraduate experience is normally required, for which the starting salary is between £5,500 and £8,000 p.a.

Further details from Mrs. J. Stanfield, MRC/ESRC Social and Applied Psychology Unit, Department of Psychology, University of Liverpool, Leahurst, Neston, Merseyside L69 7GB. Closing date: April 22, 1985. Quote ref. R33/85.

University of Strathclyde

DEPARTMENT OF HISTORY

RESEARCH ASSISTANT

Applications are invited for a Research Assistantship funded by the Scottish Home Office, for a project on the history of the Scottish Home Office. The successful candidate will be expected to have a first class honours degree in History or a related discipline, and to have experience in the use of formal specification techniques.

Applicants should have a first class honours degree in History or a related discipline. The successful candidate will be expected to have a first class honours degree in History or a related discipline, and to have experience in the use of formal specification techniques.

For further details and application form please call our 24 hour telephone answering service 0494 33333 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

UNIVERSITY COLLEGE CARDIFF

DEPARTMENT OF PHYSICS

POST DOCTORAL RESEARCH ASSISTANT

Applications are invited for this SERC supported post of up to 3 years for diffraction studies on this and other surfaces. The post is based at Cardiff but will involve experiments at the Daresbury synchrotron radiation source. The successful candidate will be expected to have a first class honours degree in Physics or a related discipline, and to have experience in the use of formal specification techniques.

Applicants should have a first class honours degree in Physics or a related discipline. The successful candidate will be expected to have a first class honours degree in Physics or a related discipline, and to have experience in the use of formal specification techniques.

For further details and application form please call our 24 hour telephone answering service 0494 33333 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

Closing date May 1, 1985. Ref. 2509.

UNIVERSITY OF GLASGOW

BRITOL RESEARCH FELLOW IN SEDIMENTOLOGY

Applications are invited for a 3 year Britol-funded postdoctoral research fellowship in sedimentology to work on a broad-scale (on and off-shore) study of the distribution, geometry, sedimentology and structural history of British Devonian clastic sequences. The work will be carried out in close collaboration with the Britol Stratigraphy Laboratory and Dr B J Black. Salary range 1A Research Staff £9,300-£10,300.

Applicants, with the names of three referees, should be sent to: Professor B J Black, Department of Geology, University of Glasgow, Glasgow G12 8QQ by May 1, 1985.

For further details and application form please call our 24 hour telephone answering service 0494 33333 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

University of Birmingham

FACULTY OF MEDICINE AND DENTISTRY

RESEARCH ASSOCIATE

Applications are invited from recently qualified psychologists, or those with a first class honours degree in Psychology, to work on a research project in the area of human behaviour. The successful candidate will be expected to have a first class honours degree in Psychology or a related discipline, and to have experience in the use of formal specification techniques.

The duties of the associate will include the administration of a wide range of psychological tests, and the collection and analysis of data. The successful candidate will be expected to have a first class honours degree in Psychology or a related discipline, and to have experience in the use of formal specification techniques.

The post is for two years. Salary range £5,500 to £8,000 p.a. according to age, qualifications and experience.

Applications (3 copies) to: Assistant Registrar, Faculty of Medicine and Dentistry, University of Birmingham, Birmingham B15 2TT by 1st April, 1985.

Quote Ref. RA/Psych/JM.

UNIVERSITY OF SURREY

Robens Institute of Environmental Health and Safety

RESEARCH FELLOW

Applications are invited from suitably qualified persons for the post of Research Fellow in the Robens Institute of Environmental Health and Safety. The successful candidate will be expected to have a first class honours degree in Environmental Health or a related discipline, and to have experience in the use of formal specification techniques.

The work will involve the study of the effects of environmental factors on human health. The successful candidate will be expected to have a first class honours degree in Environmental Health or a related discipline, and to have experience in the use of formal specification techniques.

The post is for one year in the first instance, but should offer further opportunities for able candidates. Salary range £7,500-£12,150 p.a. according to age, qualifications and experience.

Further particulars can be obtained from: Dr. J. Stanfield, Robens Institute of Environmental Health and Safety, University of Surrey, Guildford, Surrey, GU2 5XH. Closing date: April 22, 1985. Quote ref. R33/85.

Manchester Polytechnic

RESEARCH ASSISTANT

Applications are invited for an interdisciplinary research project: Technology Assessment of Fibre Optics. The successful candidate will be expected to have a first class honours degree in Technology Assessment or a related discipline, and to have experience in the use of formal specification techniques.

The person appointed should be a technologist with an interest in the social sciences, a technologically-aware social scientist, or a person with an interdisciplinary background (e.g. degree in science policy). The successful candidate will be expected to have a first class honours degree in Technology Assessment or a related discipline, and to have experience in the use of formal specification techniques.

Salary scale £9,450 to £25,905 per annum. Application form, returnable by March 30, 1985, and further details from Dr John Langrish, Dean, Institute of Advanced Studies, Manchester Polytechnic, All Saints, Manchester M13 9PL. Please quote Ref. No. 5/015.

Coventry (Lanchester) Polytechnic

DEPARTMENT OF COMPUTER SCIENCE

RESEARCH ASSISTANT

Applications are invited for a Research Assistant to work on a research project in the area of computer science. The successful candidate will be expected to have a first class honours degree in Computer Science or a related discipline, and to have experience in the use of formal specification techniques.

The duties of the assistant will include the administration of a wide range of computer science tests, and the collection and analysis of data. The successful candidate will be expected to have a first class honours degree in Computer Science or a related discipline, and to have experience in the use of formal specification techniques.

For further details and application form please call our 24 hour telephone answering service 0494 33333 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

Closing date May 1, 1985. Ref. 2509.

University of Stirling

SCOTTISH ENTERPRISE FOUNDATION

GRADUATE ENTERPRISE RESEARCH ASSISTANT

Applications are invited for a Graduate Enterprise Research Assistant to work on a research project in the area of computer science. The successful candidate will be expected to have a first class honours degree in Computer Science or a related discipline, and to have experience in the use of formal specification techniques.

The duties of the assistant will include the administration of a wide range of computer science tests, and the collection and analysis of data. The successful candidate will be expected to have a first class honours degree in Computer Science or a related discipline, and to have experience in the use of formal specification techniques.

For further details and application form please call our 24 hour telephone answering service 0494 33333 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

Closing date May 1, 1985. Ref. 2509.

University of Bristol

DEPARTMENT OF MECHANICAL ENGINEERING

SERC-CASE AWARD

available to support a Ph.D. research student with a good and appropriate Engineering or Applied Science Honours Degree, to work at Bristol on

FLUID MECHANICS ASPECTS OF HEAT-EXCHANGER DESIGN

in association with HTFS, the Heat Transfer and Fluid Flow Service, the industrial and research consultancy organisation located at AERE-Harwell.

Starting date between April and October, 1985. Some of the three-year period will be spent with the Cooperative Institute at Harwell, who will supplement the normal SERC Grant with a further tax-free grant.

Further details from Dr. Y. R. Mayhew, Queen's Building, Bristol BS1 1TR. Tel. (0272) 2641, ext. 132.

COLEG PRIFYSGOL GOGLEDD CYMRU

UNIVERSITY COLLEGE OF NORTH WALES, BANGOR

COMPUTING LABORATORY/SCHOOL OF ELECTRONICS

RESEARCH ASSISTANT

Salary £5,000-£7,500 per annum

Applications are invited for a Research Assistant who will be required to carry out a numerical investigation of electromagnetic waves in microstrip structures, using very large computers.

Applicants must have interest and a good understanding in the general area of electromagnetic theory and numerical methods and programming, plus a good first degree in mathematics or physics.

The appointment, which is for three years, is to start as soon as possible. Applications (two copies), giving details of age, qualifications and experience together with the names and addresses of two referees, should be sent to the Personnel Office, University of North Wales, Bangor, Gwynedd LL57 2DG, not later than the 1st April, 1985; from whom further particulars may be obtained.

THE UNIVERSITY OF LEEDS

PROCTOR DEPARTMENT OF FOOD SCIENCE

MAFF CASE STUDENTSHIP

Tenable in the Proctor Department for a study to be made in conjunction with Unilever Research Laboratories, Colworth House, Bedford.

Applications are invited from students who are interested in studying the propagation of ultrasonic waves in crystalline oils and emulsions, particularly when forming dispersions or emulsions, for a postgraduate studentship.

The work will be supervised jointly by Dr. Malcolm Furey at Leeds and Dr. David Moran at Colworth House. An object of the study will be to develop an alternative to NMR for determining solid content and phase in oil/water and water/oil emulsions. Applicants should have a first class honours degree in Physics or a related discipline, and to have experience in the use of formal specification techniques.

Applicants should obtain at least an upper second class degree in physics or a physics related subject, should write to Dr. Proctor, Department of Food Science, University of Leeds, Leeds LS2 9JT, in the first instance. The studentship will include a period of training in emulsion preparation and characterisation techniques will be given.

University of Cambridge

DEPARTMENT OF LAND ECONOMY

RESEARCH ASSOCIATE/RESEARCH ASSISTANT

The University hopes soon to appoint a Research Associate/Research Assistant to work on a research project in the area of land economy. The successful candidate will be expected to have a first class honours degree in Land Economy or a related discipline, and to have experience in the use of formal specification techniques.

The duties of the associate/assistant will include the administration of a wide range of land economy tests, and the collection and analysis of data. The successful candidate will be expected to have a first class honours degree in Land Economy or a related discipline, and to have experience in the use of formal specification techniques.

For further details and application form please call our 24 hour telephone answering service 0494 33333 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

Closing date May 1, 1985. Ref. 2509.

The Middlesex Hospital Medical School

(University of London)

DEPARTMENT OF CHEMICAL PATHOLOGY

RESEARCH ASSISTANT GRADE 1B

within this post the successful candidate will be required to carry out a research project in the area of chemical pathology. The successful candidate will be expected to have a first class honours degree in Chemical Pathology or a related discipline, and to have experience in the use of formal specification techniques.

The duties of the assistant will include the administration of a wide range of chemical pathology tests, and the collection and analysis of data. The successful candidate will be expected to have a first class honours degree in Chemical Pathology or a related discipline, and to have experience in the use of formal specification techniques.

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Closing date May 1, 1985. Ref. 2509.

University of Exeter

DEPARTMENT OF PHYSICS

LOW TEMPERATURE GROUP

A POSTDOCTORAL RESEARCH ASSISTANT

is required to work on a SERC funded project investigating several aspects of the properties of superconducting materials. The successful candidate will be expected to have a first class honours degree in Physics or a related discipline, and to have experience in the use of formal specification techniques.

The duties of the assistant will include the administration of a wide range of physics tests, and the collection and analysis of data. The successful candidate will be expected to have a first class honours degree in Physics or a related discipline, and to have experience in the use of formal specification techniques.

For further details and application form please call our 24 hour telephone answering service 0494 33333 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

Closing date May 1, 1985. Ref. 2509.

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University of Bath

RESEARCH BURSARIES

The University of Bath offers research bursaries to students holding or expecting to obtain a first-class honours degree from a British institution. Extensive research facilities are available in the following departments:

ARCHITECTURE & BUILDING
ENGINEERING
BIOLOGICAL SCIENCES
CHEMICAL ENGINEERING
CHEMISTRY
EDUCATION
ENVIRONMENTAL ENGINEERING
ENGINEERING

HUMANITIES & SOCIAL SCIENCES
MANAGEMENT
MATHEMATICS
NATURAL SCIENCES
PHYSICS
PHARMACY & PHARMACOLOGY

The bursaries will provide for fees and maintenance at the level of research council studentships. Applicants are invited to write to the Registrar, Registrar, University of Bath, Claverton Down, Bath BA2 7AY, with details of their research interests.

The Universities of Lancaster and Leeds

RESEARCH ASSOCIATE IN I.R.E.S.

Two Research Associates are required to work on an Alveolus-related project concerned with the design and implementation of intelligent computer-aided instruction systems. The project will involve the application of machine learning techniques to student modelling. The successful candidate will be expected to have a first class honours degree in Computer Science or a related discipline, and to have experience in the use of formal specification techniques.

For further details and application form please call our 24 hour telephone answering service 0494 33333 or write enclosing a self-addressed envelope to Mrs. Linda Morris, Administration Assistant (Recruitment), Newcastle upon Tyne Polytechnic, Ellison Building, Ellison Place, Newcastle NE1 8SS. For whom completed forms should be returned quoting ref. no. by April 4, 1985.

FELLOWSHIPS

GONVILLE AND CAIUS COLLEGE CAMBRIDGE

Applications are invited for a

FELLOWSHIP WITH TEACHING DUTIES IN FRENCH

The successful candidate will also be Director of Studies in Modern Languages. It is hoped that the person appointed will make use of the Fellowship on October 1, 1985.

Further particulars may be obtained from the Master's Secretary. Completed applications should be made by May 1, 1985.

LIBRARIANS

Public Lending Right

EXECUTIVE LIBRARIAN

TESSIDE

Qualified Librarian, aged 34-39, with good experience of cataloguing and interest in computer systems. Responsible to the Registrar for correctness of loans data, liaison with sample libraries, and bibliographic work. Immediate and permanent vacancy

GENERAL

UNIVERSITIES

TRENT POLYTECHNIC
Lecturer Grade II/Senior Lecturer Posts
(£7,548 - £14,961 per annum)

DEPARTMENT OF BUILDING AND ENVIRONMENTAL HEALTH
BUILDING SERVICES - Applicants should hold either a degree or diploma in Building Services and/or corporate membership of the Institution of Building Services Engineers. A sound background in piped services is considered essential and previous teaching experience is desirable.

DEPARTMENT OF FASHION AND TEXTILES
FASHION DESIGN - Opportunities have arisen for two highly motivated Fashion Designers to work with students studying for the BA Hons Course in Fashion Design. A BA Hons Course in Knitwear Design.

DEPARTMENT OF ECONOMICS AND PUBLIC ADMINISTRATION
MICROECONOMICS - Lectureship in Microeconomics. The successful candidate will be required to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

DEPARTMENT OF EDUCATION STUDIES
PRIMARY EDUCATION - Applications are invited from graduate teachers, level 1, to join the team engaged in preparing students for work in Primary Education. The successful candidate will be expected to teach on both undergraduate and postgraduate courses and to contribute to the development of the department in the areas of curriculum theory and practice and the development of a research curriculum area in primary education.

DEPARTMENT OF LIFE SCIENCES
BIOCHEMISTRY - A lecturer is required with previous teaching, research, and appropriate experience. Preference will be given to applicants with an MSc in Biochemistry. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

DEPARTMENT OF PHYSICAL SCIENCES
PHYSICS - A lecturer will teach on a wide range of courses, including the first year of the BSc (Hons) in Physics and the second year of the BSc (Hons) in Applied Physics. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

DEPARTMENT OF SOCIAL STUDIES
SOCIAL WORK (Community Work) - Applicants should be graduates who have completed a three-year course in Social Work. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

DEPARTMENT OF COMPUTING
COMPUTING - Experience in one or more of the following areas is desirable: Computer Architecture, Software Engineering, Systems Software, Recent postgraduate or those with industrial experience are particularly encouraged to apply.

POSTGRADUATE RESEARCH ASSISTANTSHIP
Required for this extremely funded post to investigate the design of curve and surface fitting. The work is concerned with research into novel mathematical methods for curve and surface fitting. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

RESEARCH ASSISTANT IN OPERATION
Required for this extremely funded post to investigate the design of curve and surface fitting. The work is concerned with research into novel mathematical methods for curve and surface fitting. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

DEPARTMENT OF ECONOMICS AND PUBLIC ADMINISTRATION
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CHESHIRE EDUCATION COMMITTEE
HEAD OF COUNTY EDUCATIONAL SERVICE
for the Hearing Impaired

Senior Teacher grade, £23,915 to £33,365. Essential car user allowance. Applications are invited for the above post vacant from September 1, 1985 following the present holder's retirement. Substantial experience and knowledge of all aspects of teaching the hearing impaired, together with an appropriate qualification as a teacher of the deaf, essential. The post involves, in close consultation with the Authority's special needs advisory staff, leadership of the County Team of eight advisory teachers (including one educational audiologist) and advice on co-ordination of the work of teachers of the deaf working in 12 school attached units. Close links are also maintained with Health Authority audiology services, social support teams, etc. Full details and application forms from Director of Education, County Hall, Chester, CH1 2EG. Closing date March 29, 1985.

EDINBURGH UNIVERSITY STUDENTS ASSOCIATION

EDUCATION AND WELFARE ADVISER

(University Administrative Grade 1A)

Applications for the above posts are invited from Graduates, or similarly qualified persons, with some relevant experience. The post offers an opportunity for someone with an interest in both higher education and welfare matters to obtain experience in the dynamic environment within the University community. The salary will be in the University Administrative Grade 1A scale of £15,500 to £21,675 per annum. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

Further particulars may be obtained by written request to the undersigned, to whom applications should be submitted not later than Monday, April 1, 1985.

Dr. C. W. Flaherty, Permanent Secretary, Edinburgh University Students Association, Students Centre House, Bristle Square, Edinburgh, EH3 8AL.

POLYTECHNICS

Lancashire Polytechnic

at Preston

FACULTY OF ART AND DESIGN

Principal Lecturer in Fine Art (Ref. AA/192)
Required to act as Course Leader for B.A. (Hons.) Fine Art Degree. In the new four-year Fine Art Degree, the successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

Principal Lecturer in Fashion (Ref. AA/193)
Required to act as Course Leader for the four-year sandwich B.A. (Hons.) Fashion Design Degree. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

Lecturer II in Three-dimensional Graphics (Ref. AA/194)
Required to act as Course Leader for the three-year sandwich B.A. (Hons.) Three-dimensional Graphics Degree. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

FACULTY OF SOCIAL STUDIES AND HUMANITIES
School of Social Studies
LECTURER II IN HEALTH STUDIES
(Two Posts Ref. AA/195)

Two Lecturers are required from September 1985 to teach over a full range of courses in the Division of Community Health Studies. An ability to contribute to the teaching of the Division of Community Health Studies is essential. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

MANCHESTER POLYTECHNIC
FACULTY OF COMMUNITY STUDIES
DEPARTMENT OF APPLIED COMMUNITY STUDIES - SPEECH THERAPY SECTION
LECTURER II IN CLINICAL PSYCHOLOGY
HALF-TIME APPOINTMENT

Applications are invited from suitably qualified psychologists for this half-time post. The person appointed will be involved in teaching clinical psychology to third year students and in research. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

TEESIDE POLYTECHNIC
Department of Computer Science
LECTURER II/ SENIOR LECTURER IN COMPUTER SCIENCE

The successful candidate will join a large well-established department in which the teaching work covers the whole spectrum of computer science at undergraduate, degree and postgraduate levels. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

Hampshire
Alton College
AREA YOUTH WORKER

Required by the Alton College to work in the Alton College Youth Centre, Alton, Hampshire. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

YOUTH AND COMMUNITY SERVICE
Applications are invited from suitably qualified and experienced persons for the post of Youth and Community Worker. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

UNIVERSITY OF BIRMINGHAM
CANADIAN STUDIES
Applications are invited from persons with an interest in Canadian studies for the post of Lecturer in Canadian Studies. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

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The Flinders University of South Australia

SCHOOL OF MEDICINE

The School of Medicine forms an integral part of the Flinders Medical Centre, a 500-bed teaching and community hospital located adjacent to the University campus at Bedford Park, Adelaide, South Australia. The Unit of Surgery has staff representing all surgical disciplines except cancer surgery.

LECTURER IN SURGERY

(Limited Term)

It is expected that applicants will have finished formal clinical training in general surgery or one of the surgical specialties, although this is not essential. In addition to clinical duties, the appointee should be prepared to spend at least half the time on research in one of the established projects within the Unit. The appointee will also be expected to teach undergraduate medical students and take part in the organization of clinical teaching and examinations. The position will be available from May 1, 1985 and will be made for a period of up to three years. Interested persons and intending applicants should write to the Head of Surgery, Professor V. R. Marshall, for further details of the nature of the position, the Unit of Surgery and the Flinders Medical Centre.

Salary Scale: A\$24,353-A\$31,894.

The appointment will not be made above the sixth level of the salary scale, viz. A\$30,406. Subject to registration as a specialist by the Medical Board of South Australia, the appointee will be eligible for a clinical loading of A\$3,072 a year.

Applications, including a curriculum vitae with full details of qualifications and experience and the names and addresses of at least three referees of whom confidential inquiries may be made, should be lodged, in duplicate, with the Registrar, The Flinders University of South Australia, Bedford Park, South Australia, 5042, by April 7, 1985, quoting reference number L57.

University of Cambridge

DEPARTMENT OF LAND ECONOMY

ASSISTANT DIRECTOR OF RESEARCH

The Department wishes to fill, as soon as possible, its most senior research post, formally held by Mr. R. M. Kirwan. Candidates should have extensive experience of research and teaching in urban and regional economic analysis and be willing to provide leadership for a programme of contract research and for post graduate research activities. Preference may be given to candidates who have specialized in urban economics. The pensionable scale of salaries for the post is £15,500 to £21,675. Further particulars may be obtained from Professor G. C. Cameron, Dept. of Land Economy, 10, Silver Street, Cambridge CB2 3RQ. Tel. 0223-335223.

Applications (3 copies) including a cv. and the names of two referees should be sent to the Secretary of the Department, Cambridge at the above address. Closing date for applications is April 25, 1985.

The University of Lancaster

Centre for the Study of Arms Control

TEMPORARY LECTURESHIP

Applications are invited for a temporary Lectureship in Arms Control. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

The University of Lancaster

SECOND CHAIR OF LAW

(Re-advertisement)

Applications are invited from suitably qualified persons for the Second Chair of Law, to be held from October 1, 1985, or such other date as may be agreed. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

THE QUEEN'S

UNIVERSITY OF BELFAST

LECTURESHIPS IN ACCOUNTING

Applications are invited for two lectureships in the Department of Accounting. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

Papua New Guinea

University of Technology

Department of Electrical and Communication Engineering

ASSOCIATE PROFESSOR

Preference will be given to applicants with experience in Electronics/Communications fields. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

PRINCIPAL TECHNICAL OFFICER

Duties include the maintenance and repair of a wide range of electronic equipment and training of more junior staff. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

RESEARCH ASSISTANT

The person required for this post, to be held from October 1, 1985, or such other date as may be agreed. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

DEPARTMENT OF PURE AND APPLIED PHYSICS

Applications are invited for a full curriculum vitae and two referees should be sent to the Department of Pure and Applied Physics, University of Lancaster, Bailrigg, Lancaster LA1 4YW. Closing date March 21, 1985. Please quote ref. 85/7.

UNIVERSITY OF OXFORD

University Lectureship in Psychology and Fellowship at Green College

Applications are invited for a Lectureship to be held in the Department of Experimental Psychology in one or more of the following fields: Learning and Memory, Language, Communication, Individual Differences. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

The successful candidate will also be offered a non-salaried Fellowship at Green College. Details of the post from Professor P. E. Bryant, Department of Experimental Psychology, South Parks Road, Oxford, OX1 3UD, to whom completed applications (3 typed copies, two from overseas candidates) and the names of two referees should be sent by April 22, 1985.

UNIVERSITY OF ESSEX

School of Social Studies

Department of Economics

Lectureships in Accountancy/Finance

Applications are invited for a Lectureship in Accountancy/Finance. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

SIXTH FORM COLLEGES

Applications are invited for a Lectureship in Accountancy/Finance. The successful candidate will be expected to teach and supervise students at undergraduate level which candidates may wish to offer for consideration.

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The Flinders University of South Australia

NATIONAL RESEARCH FELLOWSHIP

Scale 3 Appointments
NORTH CHADDERTON SCHOOL
 Chadderton Hall Road,
 Chadderton, Oldham OL9 9BN
HEAD OF HISTORY
 Required for September 1985 at this Group 12, 11-16 Comprehensive of about 1,200 pupils.
 A graduate historian is required to lead a strong department of five staff history is taught with integrated Humanities in the first 2 years and thereafter via the School Council History Project to GCSE and 'O' Level. The subject is a popular choice in the 5th year and 6th form and large groups study it to 'A' level.
THE BLUE COAT CE (AIDED) SCHOOL
 Horsedegate Street, Oldham OL1 3FQ
HEAD OF BIOLOGY
 Required for September 1985, a well qualified and experienced teacher. Biology is a well established subject at all levels including 'A' Level. A keen interest in Integrated Science in the lower forms would be an advantage.
 Application forms / further details (see, please) for the above posts available from the Head at the appropriate school, returnable to him by the 27th March 1985.
Scale 1 Appointments
FITTON HILL SCHOOL
 Rosary Road, Oldham OL3 2QE
 The following two temporary posts are available from Easter, 1985.
MUSIC TEACHER
 Temporary to the 31st August 1985.
TEACHER OF ENGLISH AS A SECOND LANGUAGE
 Candidates should have commitment to the learning difficulties of ethnic minorities within the normal secondary school environment. The post is temporary in the first instance to the 31st August 1985.
 For both posts, please apply by letter directly to the Head at the school including CV and names and addresses of two referees by 22nd March 1985.

Oldham
 Metropolitan Borough
 Education Committee

SHERBORNE SCHOOL FOR GIRLS DORSET

Required for September, 1985

Graduate to teach
LATIN, GREEK
 and
CLASSICAL STUDIES
 to A Level

Non-resident post. Apply in writing to the Headmistress giving details of qualifications and experience, with the names and addresses of two referees.

Hounslow
 Comprehensive (1200)
 Headteacher: J. W. Morgan, BSc, ARCS
 Tel. 01-572 4461

SPORTS HALL MANAGER (Burnham F.E. L2)

The post of Sports Hall Manager at the school becomes vacant from September 1st 1985 and we welcome applications from candidates with suitable experience and qualifications. We are looking for somebody who will make a positive contribution to the school and who will be committed to the development of a full, lively, and interesting programme of sporting events and activities not only in the Sports Hall but also as part of the wider Burnham Team. The Sports Hall is available for community activity throughout the year, and the Manager must therefore expect to work some unsociable hours.
 Hounslow Manor School will shortly move to explore the possibilities of a wider involvement in the community, in line with Borough policy, and we see the post of Sports Hall Manager as crucial to the successful development of the school over the next few years.
 Application forms, with further details of this challenging post, may be obtained by sending a foolscap A4 to the Headteacher, to whom they should be returned at the above address by the closing date 15th March, 1985.
 LONDON ALLOWANCE PAYABLE: £378 p.a.
 WE ARE AN EQUAL OPPORTUNITY EMPLOYER

WOLVERHAMPTON BOROUGH COUNCIL
 EDUCATION COMMITTEE

Required for September, 1985:

HEADTEACHER (Group 10) MORETON SCHOOL

Applicants are invited from suitably qualified teachers with substantial experience in comprehensive and urban schools for the Headship of this 11-16 co-educational community comprehensive school.
 Forms of application and further details are available from the Director of Education, Education Department, Civic Centre, St Peter's Square, Wolverhampton WV1 1RB, to whom they should be returned within 14 days of this advertisement (a.s.e. please).
 Wolverhampton Council welcomes applications from all sections of the community irrespective of an individual's sex, ethnic origin, or colour and from people with disabilities who have the necessary attributes to do the job.

WOLVERHAMPTON
 the pace setter

WARWICKSHIRE COUNTY COUNCIL
 ADVISER FOR PRIMARY EDUCATION

HEADSHIP BURNHAM GROUP 9

£15,792-£17,112

Applicants should be suitably qualified with good teaching experience in Junior or Middle (8-12) schools. Experience as a headteacher and/or of advisory work would be an advantage.
 Further particulars and application forms available from the County Education Officer (ref: SP7WADV), 22 Northgate Street, Warwick CV34 4SR. Please enclose S.A.E.
 Closing date for receipt of applications: 22nd March, 1985.
 An equal opportunities employer.

ST AMBROSE COLLEGE
 HALE BARNES
 Independent RC School (Day)
 120 in the Sixth Form

Required for September, 1985:

QUALIFIED TEACHER

to undertake the teaching of COMPUTER STUDIES and the development of this subject in the School. A willingness to help with sport or RE would be an advantage.
 Scale according to experience.
 Apply in writing to the Headmaster, St Ambrose College, Hale Barnes, Atricham, Cheshire WA15 0HF, enclosing CV giving names and addresses of two referees

ST AMBROSE COLLEGE
 HALE BARNES
 Independent RC School (Day)
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THE RYLEYS
 ALDERLEY
 EDGE
 CHESHIRE

Applicants are invited to a

TEACHER with experience

in teaching with DYSLEXIC PROBLEMS in the Boys Preparatory School.
 The post will be part-time.
 Apply to the Headmaster with CV and two referees

PUBLIC
APPOINTMENTS

Appear in

The Guardian

on Wednesdays

HEAD OF FACULTY OF MATHEMATICS AND COMPUTER STUDIES

SCALE 4
 Plant Hill High School, Plant Hill Road, Blackley, Manchester M19 2WP.
 Tel. 061-740 1831/2

Required for September 1985. To be responsible for the teaching of Mathematics up to G.C.E./O' level standard and the co-ordination of computer education throughout the school.

HEAD OF CRAFT, DESIGN AND TECHNOLOGY

SCALE 4
 Burnage High School for Boys, Burnage Lane, Manchester M19 1BU.
 Tel. 061-422 1527

Required for September 1985, an experienced, enthusiastic and well-qualified teacher, to lead a large department of 11 teachers.
 The position calls for a person who is committed to an integrated design-based philosophy and who is prepared to innovate with curriculum and resources where necessary.
 11-18 Comprehensive High School for Boys — 1800 pupils on roll. Closing date: 22 March, 1985.

TEACHER — SPECIAL SCHOOLS

TWO POSTS
SCALE 1 + SPECIAL SCHOOLS ALLOWANCE
 Post 1 — Required from September, 1985.
 Post 2 — Required from April, 1985. Temporary for 1 term.
 The Grange School, Pilgrim Drive, Manchester M11 3TD
 Applications are invited from enthusiastic teachers with some experience and/or expertise in the field of special education at this age school for pupils with complex learning difficulties and severe problems of social adjustment.

TEACHER — SPECIAL SCHOOLS

SCALE 1 TEACHER PLUS SPECIAL SCHOOLS ALLOWANCE
 Required as soon as possible at The Ewing School, Central Road, West Didsbury, Manchester M20 9ZB
 To take responsibility for Senior Home Economics also basic studies with a small group of pupils aged 12 to 16 years all of whom have severe speech/language difficulties. The successful applicant will need to show evidence of an understanding and willingness to design and implement individual education programmes.
 Interested applicants are welcome to visit the school by appointment. Closing date 22 March, 1985.

TEACHER OF MATHEMATICS

TEMPORARY SCALE 1
 Plant Hill High School, Plant Hill Road, Blackley, Manchester, M19 2WP.
 Tel. 061-740 1831/2
 Required for the Summer term 1985 to teach the subject up to 4th year level.

The following three posts are required at Spuney Hey High School, Mount Road, Gorton, Manchester M18 7QT.

TEACHER OF FRENCH

PART-TIME SCALE 1
 A teacher of French for half the week. The post which is a permanent one is based in the Lower School and is confined to pupils in the first and second year. Ability to teach first year Spanish would be advantageous, but not essential. Required for Easter 1985.

TEACHER — COMPUTERS

SCALE 2
 Required for September, 1985. To take responsibility for the use of Computers as educational support. A Scale 3 post would be possible for a candidate who could demonstrate significant experience and expertise.

TEACHER OF HOME ECONOMICS

SCALE 1
 To teach principally in the Upper School.
 Application forms from the Headteacher at the school to whom they should be returned as soon as possible.

MANCHESTER
 City Council

Manchester City Council is an Equal Opportunity Employer, and we positively welcome applications from women and men, regardless of their racial, ethnic or national origin, disability, age, sexuality, or responsibilities for dependants.

CROYDON

The Old Palace School

(Independent Day School — 750 Girls)

HONOURS GRADUATE — MATHEMATICS

Required for September, 1985, Honours Graduate to teach Mathematics to Oxford and Cambridge Entrance Level. The school has a strong Mathematics Department with a large proportion of the Sixth Form studying the subject. The post would be suitable for either a well qualified beginner or an experienced teacher. An interest in Statistics would be welcome, but is not essential. Salary according to qualifications and experience. Scale II for a suitable candidate.

Applications with the names and addresses of two referees should be sent to the Headmistress, Old Palace School, Old Palace Road, Croydon, Surrey CR0 1AX.

WALTHAMSTOW HALL Sevenoaks, Kent

Independent (G.S.A. ex-Direct Grant) 400 girls 11-18

Required for September, 1985, Graduate to share the teaching of MATHEMATICS throughout the school to University entrance. S.M.P. O.L. Cambridge A.L.
 Salary: Burnham + with L.F.A. Government superannuation.
 Scaled post available for suitably qualified and experienced candidate. Full or part-time possible. Work in Computer Studies could be available for an applicant interested in this field.
 Please apply to the Headmistress with names and addresses of two referees.

MARCHANT-HOLIDAY SCHOOL

North Cheriton, Templecombe, Somerset

RESIDENTIAL HEADSHIP Salary Group 3 (S)

On retirement of the present Headmaster, after 22 years, applications are invited from teachers with an advanced qualification related to special needs and relevant experience at Primary/Middle level for the post of Headmaster as from the 1st May 1985.
 The Marchant-Holiday School (an educational charitable trust) is an independent Residential School approved by D.E.S. under the Education Act 1981 with facilities for thirty five emotionally and behaviourally disturbed boys aged 7-12.
 The Governors are seeking a compassionate, resourceful and energetic applicant who will continue the family atmosphere and the School's wide ranging programme. The preferred candidate should be familiar with recent developments in special needs provision and able to lead a competent and qualified staff.
 Further details of the post are available from: The Secretary, Marchant-Holiday School, St. Audrey's, Wincanton, Somerset BA9 9QR. Detailed applications to be returned by 12th April 1985.

HEAD TEACHER

St. Vincent's R.C. (Aided) Primary School

(Group 5)

Applications are invited from suitably qualified and experienced teachers for the above post to take effect from 1st May, 1985.
 Further details and application forms are available from The Director of Community Education, Community Education Department, Century House, Hardshaw Street, St. Helens, Merseyside WA10 1RN. A stamped, addressed foolscap envelope required in all cases. Completed applications should be returned to The Rev. Father P. Turner, St. Vincent's Priory, Derbyshire Hill, St. Helens WA9 2LS by Friday, 22nd March, 1985.
 As part of the Council's Equal Opportunity policy, applications are welcome from people regardless of disability, marital status, race or sex.

Helens
 METROPOLITAN BOROUGH — A Community Authority

THE OLD PALACE SCHOOL, CROYDON
 (Independent Day School 750 Girls)

HONOURS GRADUATE — CLASSICS

Required for one term (Summer 1985) Honours Graduate to teach Classics to O & A level.
 Applications with the names and addresses of two referees should be sent to the Headmistress, Old Palace School, Old Palace Road, Croydon, Surrey CR0 1AX.

OAKHAM SCHOOL, RUTLAND

HMC, Independent, Co-educational,
 Boarding/Day, 945 pupils, 11-18.

TEACHER OF HISTORY

An Historian with a specialist interest in nineteenth and twentieth century British and European History is required for September, 1985. The person appointed will teach at all levels in the school up to Oxbridge. An interest in pastoral responsibility and willingness to participate in the general life of the school is essential.

Letters of application together with full C.V. and names of two referees (and requests for further details) to: The Headmaster, Oakham School, Chapel Close, Oakham, Rutland LE15 6DT.

FRENHAM HEIGHTS SCHOOL

requires

HOUSEMISTRESS and SCIENTIST

in September

This co-educational boarding and day school is looking for a highly competent woman who can run a house of 34 girls aged 14 to 16, with two assistants, and teach Physics-with-Chemistry to O-Level and some junior science. Free accommodation in terms. Burnham Scale plus SRA. Friendly, successful school.

Write fully with C.V., testimonials and two referees to Headmaster, Frensham Heights, Rowledge, Farnham, Surrey.

SHERBORNE SCHOOL FOR GIRLS

DORSET

Required in September, 1985, qualified teacher for

Full-time

DRAMA POST (Scale 1 Burnham)

There is a lively interest in drama and the person appointed will be responsible for several major productions during the year, in addition to classroom teaching at various levels.

Apply in writing to the Headmistress giving details of qualifications and experience, with the names and addresses of two referees.

BEDALES SCHOOL

Petersfield, Hampshire GU32 2DG

Independent Co-Educational Boarding 13-18

MODERN LANGUAGE GRADUATE

Required for September, 1985, Modern Language Graduate to teach French to University Entrance standard, with some German and/or Spanish.

Applications, in writing, please (no forms) to The Headmaster giving full curriculum vitae and the names and addresses of three referees.

DULWICH COLLEGE LONDON SE21 7LD

A SPECIALIST ART TEACHER

Required for September, 1985, preferably a practising painter with an interest in the History of Art. The successful applicant will be expected to play a part in all aspects of the Department's activities and to become involved in the everyday life of the school.

Dulwich has its own salary scales which are in excess of Burnham.

Applications, by letter, to the Master, as soon as possible, enclosing full curriculum vitae and the names, addresses and telephone numbers of two referees. Further particulars, obtainable on request, will be sent to all applicants.

DEPUTY HEADS

Mary Hare Grammar School

for the Deaf

ARLINGTON MANOR, NEWBURY,
 BERKS RG16 3BQ

Applications are invited from Graduates who are qualified Teachers of the Deaf with appropriate experience for the post of

VICE PRINCIPAL

Salary: Burnham Scale 35 with additional allowance for certain pastoral responsibilities.
 The Vice Principal will be expected to have a teaching commitment (to an academic subject) of approximately one-third of the timetable. The specific responsibility will be for the day-to-day running of the educational programme including discipline and school development. The Vice Principal will also be expected to deputise for the Principal whenever he is absent.
 Further details can be obtained from the Principal at the school. The final date for applications is Monday, April 22.



BLUNDELL'S SCHOOL

H.M.C. 450 pupils 13-18

40 girls in Vth Form

requires a

BIOLOGIST

to teach at all levels of the School, following a promotion to Head of Department. Ability to teach chemistry could be an advantage. Applications are invited from suitably qualified teachers who would wish to contribute to the development of Field Work (the school has a centre on Dartmoor) and to the full life of a boarding school, whether through sport, adventure training, music or any other interest.

Early applications are requested. Letters of application, with full C.V. and the names and telephone numbers of two referees, should be sent to The Head Master, Blundell's School, Tiverton, Devon EX16 4DN. Interested parties are invited to ring the Head Master on 0884 262543 if they wish to discuss the post.

Christ's Hospital

The post of

DIRECTOR OF MUSIC

will become vacant at the end of this academic year on retirement of the present Director.

Inquiries and applications should be addressed to

The Head Master's Secretary,

CHRIST'S HOSPITAL,

Horsham, Sussex RH13 7LS

(Telephone No.: 0403 52547)

from whom further information about the position and the School may be obtained.

ST BEDE'S COLLEGE

ALEXANDRA PARK, MANCHESTER M16 8HX

Independent R.C. Grammar School: 770 on roll September 1985

Including 50 girls in the Sixth Form.

Required for September 1985

A well qualified graduate to initiate the subject of Politics in the College and to assist in the teaching of Economics. Practising Catholics preferred.

A SCALE 2 POST would be available for an experienced teacher able to offer Politics and Economics to university entrance but this should not deter applications from newly qualified graduates who are able to offer both subjects to A level.

Letters of application together with the names of three referees should be forwarded to the Headmaster from whom further details may be obtained.

Closing date for applications: Thursday, 21st March.

PRIMARY AND SECONDARY APPOINTMENTS

SOUTH GLAMORGAN COUNTY COUNCIL

HEAD TEACHER: GROUP 12

Pittman High School, Cardiff

Applications are invited from suitably qualified and experienced Teachers for the post of Head Teacher of this 10 form entry mixed Comprehensive school for 1,450 pupils from 11-18 years of age with a Sixth Form of 120 pupils. The successful candidate will be required to commence duties in September, 1985. The vacancy has arisen through the retirement of the present Head Teacher. Application forms and further details may be obtained on receipt of a stamped addressed foolscap envelope from the Director of Education (Education Office, Kingsway Cardiff, CF1 4JG, to whom applications should be returned within 14 days of the appearance of this advertisement).

SOCIALISM AT WORK TAMESIDE METROPOLITAN BOROUGH

Education Department

DENTON LINDEN ROAD

COUNTY PRIMARY SCHOOL

APPOINTMENT OF

HEADTEACHER

GROUP 4

STALYBRIDGE STALYBILL

COUNTY INFANT SCHOOL

APPOINTMENT OF

DEPUTY

HEADTEACHER

GROUP 4

Application forms and further details for the above posts are available from the Director of Education, Teacher's Training Section, Council Offices, Wellington Road, Ashton-under-Lyne, Greater Manchester, M15 6JG.

Completed forms of Application should be returned by 22nd March 1985.

Ref: TE 2645/70

TAMESIDE METROPOLITAN

OPPORTUNITIES EMPLOYER

SPECIAL EDUCATION

London Borough
 of Redbridge

BROOKSIDE UNIT

107a Bury Lane

Goodson Road, Redbridge, Essex.

Telephone 01-259 5182.

Teacher-in-Charge: Mrs J. Chalkley.

A suitably qualified and experienced

Assistant Teacher

(Scale 1 plus Special Schools Allowance) required for September, 1985, or earlier if possible (this education unit attached to a 25-30 but not a 30-35 year old child but emotionally disturbed children).

77% O' level standard and be willing to assist in other educational areas.

Successful candidates should have a sympathetic understanding of individual needs and be able to work closely with the Unit also work closely with the staff.

A Scale 2 post would be available for a suitable candidate. Other London Allowance is payable.

Application forms and further details may be obtained from the Director of Education, Education Office, Kingsway, London, E1C 6JG.

Education Office, Kingsway, London, E1C 6JG.

Ref: 265/259 5182. Essex.

The closing date for applications is March 22, 1985.

SECONDARY SCHOOLS

Bolton Metropolitan Borough

Turton High School (11-18)

Chappell Road, Bolton, BL7 9DH

CRAFTS SCALE 1

Temporary teacher required from April 15, 1985 to August 31, 1985

Little Lever School (11-16)

UNIVERSITIES

The Papua New Guinea University of Technology
MECHANICAL ENGINEERING DEPARTMENT
LECTURERSHIP IN MECHANICAL ENGINEERING
Applications are invited from persons with a degree in Mechanical Engineering and a minimum of five years' experience in the field of Mechanical Engineering. The successful candidate will be responsible for teaching and supervising students in the Department of Mechanical Engineering. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Technology, P.O. Box 11, Port Moresby, Papua New Guinea. Closing date: April 15, 1985.

University of Hong Kong
LECTURERSHIP IN ANATOMY
Applications are invited for the post of Lecturer in Anatomy. The successful candidate will be responsible for teaching and supervising students in the Department of Anatomy. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Hong Kong, P.O. Box 11, Hong Kong. Closing date: April 15, 1985.

University of Oxford
THE RAMPTON ELECTORS, IN CONJUNCTION WITH ST. PETER'S COLLEGE, RAMPTON FELLOWSHIP
The Rampton Electors, in conjunction with St. Peter's College, offer a Fellowship in Theology (no particular area specified) to be held at St. Peter's College for two years from October 1, 1985, with the possibility of renewal for a third year. The fellowship will carry a stipend of £5,000 per annum (equivalent to the value of a junior research fellowship) and membership of U.S.S. St. Peter's College will provide a college room and common facilities. Applications should be sent to the Secretary, University of Oxford, P.O. Box 11, Oxford. Closing date: April 15, 1985.

UNIVERSITY OF BRISTOL
LECTURERSHIP IN COMMUNICATIONS ENGINEERING
Applications are invited for the post of Lecturer in Communications Engineering within the Department of Electrical and Electronic Engineering. The successful candidate will be responsible for teaching and supervising students in the Department of Electrical and Electronic Engineering. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Bristol, P.O. Box 11, Bristol. Closing date: April 15, 1985.

University College Cardiff
WELLCOME LECTURER
Applications are invited for the post of Wellcome Lecturer in the Department of Biochemistry. The successful candidate will be responsible for teaching and supervising students in the Department of Biochemistry. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University College Cardiff, P.O. Box 11, Cardiff. Closing date: April 15, 1985.

University of Stirling
SENIOR LECTURERSHIP IN ACCOUNTANCY
Applications are invited for the post of Senior Lecturer in the Department of Accountancy. The successful candidate will be responsible for teaching and supervising students in the Department of Accountancy. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Stirling, P.O. Box 11, Stirling. Closing date: April 15, 1985.

The University of Sussex
LECTURES IN EDUCATION
Applications are invited for two posts in the Department of Education. The successful candidates will be responsible for teaching and supervising students in the Department of Education. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Sussex, P.O. Box 11, Sussex. Closing date: April 15, 1985.

Warburg Institute
University of London
"NEW BLOOD"
THE INFLUENCE OF ISLAM/JEWISH CIVILIZATION IN EUROPE 1850
Applications are invited for a post in the Department of Islamic Studies. The successful candidate will be responsible for teaching and supervising students in the Department of Islamic Studies. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, Warburg Institute, University of London, P.O. Box 11, London. Closing date: April 15, 1985.

THE UNIVERSITY OF SHEFFIELD
LECTURER IN ZOOLOGY
Applications are invited from men and women for the post of Lecturer in Zoology. The successful candidate will be responsible for teaching and supervising students in the Department of Zoology. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Sheffield, P.O. Box 11, Sheffield. Closing date: April 15, 1985.

University of Kent at Canterbury
Two-year half-time Lectureship in Social Work
Applications are invited for a two-year half-time Lectureship in Social Work. The successful candidate will be responsible for teaching and supervising students in the Department of Social Work. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Kent at Canterbury, P.O. Box 11, Canterbury. Closing date: April 15, 1985.

CRANFIELD INSTITUTE OF TECHNOLOGY
RESEARCH ASSISTANT IN FRACTURE MECHANICS
Applications are invited for the post of Research Assistant in Fracture Mechanics. The successful candidate will be responsible for assisting in research in the field of Fracture Mechanics. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, Cranfield Institute of Technology, P.O. Box 11, Cranfield. Closing date: April 15, 1985.

THE UNIVERSITY OF BRISTOL
NEW BLOOD LECTURES
Applications are invited for the post of New Blood Lecturer in the Department of Education. The successful candidate will be responsible for teaching and supervising students in the Department of Education. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Bristol, P.O. Box 11, Bristol. Closing date: April 15, 1985.

Cranfield Institute of Technology
TRANSONIC FLOW STUDIES
Applications are invited for the post of Lecturer in Transonic Flow Studies. The successful candidate will be responsible for teaching and supervising students in the Department of Transonic Flow Studies. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, Cranfield Institute of Technology, P.O. Box 11, Cranfield. Closing date: April 15, 1985.

University of Bristol
DEPARTMENT OF ENGLISH
Applications are invited for the post of Lecturer in the Department of English. The successful candidate will be responsible for teaching and supervising students in the Department of English. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Bristol, P.O. Box 11, Bristol. Closing date: April 15, 1985.

University of Birmingham
Centre for Computing and Computer Science
COMPUTER OFFICER
Applications are invited for the post of Computer Officer in the Centre for Computing and Computer Science. The successful candidate will be responsible for assisting in the Centre for Computing and Computer Science. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Birmingham, P.O. Box 11, Birmingham. Closing date: April 15, 1985.

University of Newcastle upon Tyne
LECTURES IN AGRICULTURAL ENGINEERING
Applications are invited for the post of Lecturer in Agricultural Engineering. The successful candidate will be responsible for teaching and supervising students in the Department of Agricultural Engineering. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Newcastle upon Tyne, P.O. Box 11, Newcastle upon Tyne. Closing date: April 15, 1985.

University of St Andrews
Department of Logic and Metaphysics
LECTURES IN LOGIC AND METAPHYSICS
Applications are invited for the post of Lecturer in Logic and Metaphysics. The successful candidate will be responsible for teaching and supervising students in the Department of Logic and Metaphysics. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of St Andrews, P.O. Box 11, St Andrews. Closing date: April 15, 1985.

University of York
LECTURES IN COMPUTER SCIENCE
Applications are invited for the post of Lecturer in Computer Science. The successful candidate will be responsible for teaching and supervising students in the Department of Computer Science. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of York, P.O. Box 11, York. Closing date: April 15, 1985.

University of Liverpool
LABORATORY MANAGER
Applications are invited for the post of Laboratory Manager. The successful candidate will be responsible for managing the laboratory. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Liverpool, P.O. Box 11, Liverpool. Closing date: April 15, 1985.

University of Liverpool
DEPARTMENT OF MECHANICAL ENGINEERING & INDUSTRIAL STUDIES
Experimental Officer—Advanced Manufacturing Systems & Technology
Applications are invited for the post of Experimental Officer. The successful candidate will be responsible for assisting in the Department of Mechanical Engineering & Industrial Studies. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Liverpool, P.O. Box 11, Liverpool. Closing date: April 15, 1985.

University of Essex
DEPARTMENT OF PHYSICS
"NEW BLOOD" LECTURES IN SEMICONDUCTOR PHYSICS
Applications are invited for the post of New Blood Lecturer in Semiconductor Physics. The successful candidate will be responsible for teaching and supervising students in the Department of Physics. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Essex, P.O. Box 11, Essex. Closing date: April 15, 1985.

University of Stirling
Social Work Research Centre
DIRECTOR
Applications are invited for the post of Director of the Social Work Research Centre. The successful candidate will be responsible for managing the Social Work Research Centre. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Stirling, P.O. Box 11, Stirling. Closing date: April 15, 1985.

University of Birmingham
Centre for Computing and Computer Science
COMPUTER OFFICER
Applications are invited for the post of Computer Officer in the Centre for Computing and Computer Science. The successful candidate will be responsible for assisting in the Centre for Computing and Computer Science. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Birmingham, P.O. Box 11, Birmingham. Closing date: April 15, 1985.

University of Newcastle upon Tyne
LECTURES IN AGRICULTURAL ENGINEERING
Applications are invited for the post of Lecturer in Agricultural Engineering. The successful candidate will be responsible for teaching and supervising students in the Department of Agricultural Engineering. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Newcastle upon Tyne, P.O. Box 11, Newcastle upon Tyne. Closing date: April 15, 1985.

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COURSES

The University of Manchester
WHITEWORTH ART GALLERY
GALLERY ASSISTANT (ART)
Applications are invited for the post of Gallery Assistant. The successful candidate will be responsible for assisting in the Whiteworth Art Gallery. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Manchester, P.O. Box 11, Manchester. Closing date: April 15, 1985.

University of Liverpool
LABORATORY MANAGER
Applications are invited for the post of Laboratory Manager. The successful candidate will be responsible for managing the laboratory. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Liverpool, P.O. Box 11, Liverpool. Closing date: April 15, 1985.

University of Liverpool
DEPARTMENT OF MECHANICAL ENGINEERING & INDUSTRIAL STUDIES
Experimental Officer—Advanced Manufacturing Systems & Technology
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University of Durham
DEPARTMENT OF MATHEMATICAL SCIENCES
LECTURES IN STATISTICS
Applications are invited for the post of Lecturer in Statistics. The successful candidate will be responsible for teaching and supervising students in the Department of Mathematical Sciences. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Durham, P.O. Box 11, Durham. Closing date: April 15, 1985.

Oxford Polytechnic
Department of Town Planning
POSTGRADUATE OPPORTUNITIES
Applications are invited for the post of Postgraduate Opportunity in the Department of Town Planning. The successful candidate will be responsible for assisting in the Department of Town Planning. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, Oxford Polytechnic, P.O. Box 11, Oxford. Closing date: April 15, 1985.

University of Kent
at Canterbury
FACULTY OF SOCIAL SCIENCES
Applications are invited for the post of Lecturer in the Faculty of Social Sciences. The successful candidate will be responsible for teaching and supervising students in the Faculty of Social Sciences. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Kent at Canterbury, P.O. Box 11, Canterbury. Closing date: April 15, 1985.

University of London Goldsmiths' College
SCHOOL OF EDUCATION
Applications are invited for the post of Lecturer in the School of Education. The successful candidate will be responsible for teaching and supervising students in the School of Education. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of London Goldsmiths' College, P.O. Box 11, London. Closing date: April 15, 1985.

University of London Goldsmiths' College
SCHOOL OF EDUCATION
Applications are invited for the post of Lecturer in the School of Education. The successful candidate will be responsible for teaching and supervising students in the School of Education. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of London Goldsmiths' College, P.O. Box 11, London. Closing date: April 15, 1985.

University of London Goldsmiths' College
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PRIMARY AND SECONDARY

STOCKPORT GRAMMAR SCHOOL
Independent HMC
Founded 1487
Boys and Girls
An honourable graduate in ENGLISH is required for September, 1985. The school is expanding its numbers and admitted girls for the first time in 1985. There is a tradition of entry to University from the department including Oxford and Cambridge. The school has a strong tradition of English teaching. The appointment will be part-time for the first year but could possibly be full-time thereafter. All applicants will be interviewed. Salary according to age and experience. Salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, Stockport Grammar School, P.O. Box 11, Stockport. Closing date: April 15, 1985.

OXFORD HIGH SCHOOL
G.P.D.S.T. (SSE) girls 9 to 12
140 girls
Applications are invited for the post of Lecturer in the Department of Mathematics. The successful candidate will be responsible for teaching and supervising students in the Department of Mathematics. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, Oxford High School, P.O. Box 11, Oxford. Closing date: April 15, 1985.

LINGUARAMA
RESIDENTIAL T.E.F.L. COURSES
AT UNIVERSITY OF KENT
Applications are invited for the post of Lecturer in the Department of Linguistics. The successful candidate will be responsible for teaching and supervising students in the Department of Linguistics. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Kent, P.O. Box 11, Kent. Closing date: April 15, 1985.

THE UNIVERSITY OF MANCHESTER
DEPARTMENT OF CHEMISTRY
Applications are invited for the post of Lecturer in the Department of Chemistry. The successful candidate will be responsible for teaching and supervising students in the Department of Chemistry. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, University of Manchester, P.O. Box 11, Manchester. Closing date: April 15, 1985.

THE CITY UNIVERSITY
Department of Social Science and Humanities
MA in Communications Policy Studies
Applications are invited for the post of Lecturer in the Department of Social Science and Humanities. The successful candidate will be responsible for teaching and supervising students in the Department of Social Science and Humanities. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, The City University, P.O. Box 11, London. Closing date: April 15, 1985.

KING'S COLLEGE LONDON (KQC)
UNIVERSITY OF LONDON
DEPARTMENT OF HUMAN ENVIRONMENTAL SCIENCE
Applications are invited for the post of Lecturer in the Department of Human Environmental Science. The successful candidate will be responsible for teaching and supervising students in the Department of Human Environmental Science. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, King's College London, P.O. Box 11, London. Closing date: April 15, 1985.

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THE MOUNT SCHOOL, YORK, YO2 4DD
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ST ANSELME'S COLLEGE
Independent (HMC) RC SCHOOL
700 day boys
Applications are invited for the post of Lecturer in the Department of Mathematics. The successful candidate will be responsible for teaching and supervising students in the Department of Mathematics. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, St Anselme's College, P.O. Box 11, London. Closing date: April 15, 1985.

ST EDWARD'S COLLEGE
Sandford Park
Liverpool L16 1LP
Applications are invited for the post of Lecturer in the Department of Mathematics. The successful candidate will be responsible for teaching and supervising students in the Department of Mathematics. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, St Edward's College, P.O. Box 11, Liverpool. Closing date: April 15, 1985.

THE OPEN UNIVERSITY
Institute of Educational Technology
RESEARCH STUDENTSHIPS
Applications are invited for the post of Research Studentship in the Institute of Educational Technology. The successful candidate will be responsible for assisting in the Institute of Educational Technology. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, The Open University, P.O. Box 11, Milton Keynes. Closing date: April 15, 1985.

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THE ABBEY SCHOOL, READING
INDEPENDENT
PHYSICS GRADUATE
Required in September, 1985, to teach throughout the school to University entrance standard. A scale 3 post is available for a suitable qualified and experienced candidate. Please apply to the Headmistress with full curriculum vitae.

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700 day boys
Applications are invited for the post of Lecturer in the Department of Mathematics. The successful candidate will be responsible for teaching and supervising students in the Department of Mathematics. The salary scale is \$15,000 to \$25,000 per annum. Applications should be sent to the Registrar, St Anselme's College, P.O. Box 11, London. Closing date: April 15, 1985.

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Tel. 01-789 6533
The Polytechnic, Huddersfield, Holy Bank Road, Lindley, HUDDERSFIELD HD3 3BP
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Please send further details and an application form for a one-year course to train as a lecturer. I enclose a stamped addressed reply envelope.

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Both schemes are open to exceptional young men and women of good character and personality - but students taking examinations in 1985 are not eligible. Have a word with your Careers Teacher or Careers Officer and then get things moving by contacting: The Manager, Graduate Recruitment U.K. Banking, Midland Bank plc, Courtwood House, Silver Street Head, Sheffield S1 3RD.

Midland Bank

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- Energy Management
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This intensive course of study commences in October, 1985. It is sponsored by the Science and Engineering Research Council and has been approved by the Institute of Energy.
A two-year double degree programme leading to a Dip.Eng / MSc in Applied Energy conducted in collaboration with the French University of Compiègne is also offered.
PLEASE SEND FURTHER DETAILS AND AN APPLICATION FORM FOR THE ABOVE COURSE.

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Address _____
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* Complete the details * Clip the ad * Post to:
Dr. Paul W. O'Callaghan (Ref. 1125),
School of Mechanical Engineering,
CRANFIELD INSTITUTE OF TECHNOLOGY,
Cranfield, Bedford MK43 0AL.
Tel: Bedford (0234) 750111, Ext. 2292, 2291.
Telex: 825072 CITECH G

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The North East Wales Institute of higher education

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If you have any formal qualifications (e.g. G.C.E. O/N/D/JC, etc.) the following University of Wales courses may be available.

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With the possibility to specialise in a range of areas - e.g. Business Studies, Education of the Young Child and Youth and Community Studies. A professional teaching degree.

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A modern degree with a wide range of possible job opportunities. Specialise in English Literature or Environmental Studies.

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A two-year modular course where you plan your own programme from a wide range of subject areas.

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Have a minimum of Two 'A' level passes (BTEC National regarded as equivalent). Plus three 'O' levels in other subjects including English Language and Mathematics. If you are over 25, less than minimum entry qualifications can be considered.

WHAT ABOUT GRANTS?

Mandatory grants available for accepted students.

HOW DO I APPLY?

Numbers admitted to these courses are restricted, so WRITE NOW for further details and forms of application for September, 1985, to: The Admissions Office (G.358), North East Wales Institute of Higher Education, Cefnall, Cefn Road, Wrexham, Chwyd LL13 9NL. Tel: 0978 359221.

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LLM in International Law

One-year taught course assessed by examination and dissertation

Options offered include international law, law of the sea, conflict of laws, EEC law, human rights

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For further details please contact the Postgraduate Admissions Tutor, Corrosion and Protection Centre, University of Manchester Institute of Science and Technology, P.O. Box 88, Manchester M60 1QD.



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DIARY

THE ASSORTED nuts of the Young Conservative right wing got their come-uppance at the weekend when the votes were counted in the elections for national YC chairman and vice-chairmen. They'd gone to great lengths to make sure no-one could saddle the count and there they were on the day, poised to celebrate with their bottles of South African wine — this is their way of making a certain political point. But their candidate, Trevor Ekins, with only 185 votes, was whipped by the mostly progressive Richard Fuller from Bedford, a 23-year-old marketing consultant, who cruised in with 282 votes. All four winning vice-chairmen were from the damp slates too, and the fruitcakes slunk off into the night with their Rodeberg still corked. Most of them came from the Federation of Conservative Students, and the wets have now gone on the warpath to mobilise the fear of the FCS for next year.

NEIL KINNOCK may have his faults, but he's not bad on presence. On a train between Leningrad and Moscow during his recent visit to Russia, he was talking to the author of *Mr Chernomir*. "Remember I come from a mining village," he said. "And that man sounds as if he's got black lungs. He won't last until spring." Perhaps he could tell us about the next election.

THE Manchester magazine City Life speculates that Mr James Anderson, the city's formidably moralistic chief constable, might be shaping up to stand for the Liberals in Rochdale when Cyril Smith MP retires. Entirely false," pronounces Mr Anderson. "I admire Mr Smith and his stout defence of ideas and opinions akin to my own. But I do not think I am quite big enough to follow in his footsteps. In any event, I could not honestly bring myself to enter the decidedly murky world of politics from the comparatively clean and wholesome atmosphere of police work."

A MISCHIEVOUS person sends in the 1985 local election manifesto for Bernard Ingham, the Prime Minister's press spokesman, whose name must not be mentioned. A stern gaze and a fresh face stands above the slogan: "Let's get things done — vote Ingham." He promises that South Lodge, the Prime Minister's residence, will be closed by the end of the year and that a vote for him is a vote for "radical and much-needed changes in our society." He was standing on a Labour ticket, naturally.

THERE'S a lovely coffee bar at Bristol Royal Infirmary: zig-zag black and white stripes on the floor, a tasteful wooden screen in red check. Only trouble is, at least one unfortunate has been carried out of it on a stretcher, and more than 60 people have staggered away with migraine. The hospital's two neurologists are investigating and are likely to prescribe a decor which is a little easier on the eye.

A FOOTNOTE to the recent debate about the ideology implicit in the edubbing of sound effects on to silent TV news film. A sound technician in a TV company, anonymous in order to avoid new job, says that he has been buying redundant units from other hospitals to cannibalise them for spare parts. The offer of 10 machines, worth £40,000, could do with doubling. The solution looks simple: transfer the St Thomas's order to Guy's and let St Thomas's have the equivalent revenue to treat more patients. But being the National Health Service, life is not that simple and the bureaucracy of the system prevents such a decision being made.

DAVID CROWHURST, a Conservative councillor in Folkestone, was moved to offer his services to Efficiency in Local Government, the baby of Lady Porter, the remorseless waste-hunter who leads "Westminster city council." "I was given, and the number 1 was passed on to wasn't right either," he says. "The third number was for an office in Southwark but the chap there said he was leaving at the end of the month and didn't know what was going on. He agreed with me that this setup wasn't very efficient at all."

Stephen Cook

MARTIN WALKER reports from Moscow on Gorbachev and the Chernenko succession

A Soviet glimpse of Camelot



Cigars for Mr Gorbachev. Picture by Martin Argles

It would be distinctly premature to talk of Moscow as a latter day Camelot, although his charming and elegant wife Raisa, and the youthful 54-year-old intellectual leader might try to make it look that way.

A new man's room for manoeuvre is limited, particularly in his first years in power, and no one who comes to power in the Kremlin is going to be a radical. In no sense is he an "outsider" as Kennedy, Carter, and even to a lesser extent Reagan were when they entered the White House.

But by recent Soviet standards Mr Gorbachev is a breath of fresh air. His easy public manner, his affability, his willingness to listen and his ability to show interest in the people he meets mark him out. He has the support of the party intelligentsia as well as the technocrats.

At 54, Mr Gorbachev has also impressed the foreign visitors he has met. He has travelled in the West, most notably to Britain last year, and to Canada the year before.

On a quick trip to the British Museum, to see the reading room where Karl Marx spent many fruitful hours, he spoke to an earnest American history student, poring over a book. "Draw your own conclusions," he advised the student.

Soviet officials who have had the job of briefing him say that one of his favourite lines is "Do you really believe what you're telling me?" Intolerant of wishful thinking or loaded advice apparently, Mr Gorbachev has

the intelligent efficiency of a self-assured manager. He is also the best educated leader yet to hold the top job in the Soviet Union. He studied at Moscow university — itself a first for party leaders — and took a law degree. Later, when he was already a party official of 36, he took time off to get a research qualification in agronomy.

He is the first recent Soviet leader to have had no combat experience of the Second World War. He was fourteen when it ended. Nevertheless the area where he was brought up, the rich farmlands of Stavropol just north of the Caucasus, was occupied by the Nazis.

His taste for honesty in public is at least one essential issue — shown

through on his trip to Britain when he and his party had to leave early because of the death of the Defence Minister, Marshal Dmitri Ustinov. Unlike Vladimir Shcherbitsky, his Politburo colleague, who cut short his trip to the United States yesterday because of Mr Chernenko's death but without giving the reason, Mr Gorbachev calmly told reporters that the reason was Marshal Ustinov's death. He thus scooped the official announcement in the Kremlin by several hours. It was a sign of Mr Gorbachev's confidence and straight talking.

Mr Gorbachev has shown himself anxious to follow the path of reform laid down by the late Mr Andropov. The Andropov era, short though

it was, is already looked back upon with nostalgia by Moscow's party intellectuals. Mr Andropov began to root out corruption after the Brezhnev years, and launched a period of controlled change. If Mr Gorbachev goes on with these, he has a chance of winning popular respect for the leadership again. The chronic health problems of the last three leaders, and the sense of drift under the failing Brezhnev and again under Chernenko, made people indifferent to or ashamed of the stumbling at the top.

Mr Gorbachev does not come to the top job alone. When he walked into the polling station to cast his vote in the Republican Soviet elec-

tion, he was accompanied by his family, and by two men. The younger one was Anatoly Gromyko, son of the veteran Foreign Minister, and the second was the 70-year-old central committee veteran, Ivan Kapitonov.

It may have been coincidence — many of the Soviet Union's ruling elite share the plush apartment block in Schusev Street, conveniently situated opposite the architects' club that was used as a polling station. But the people who are seen and make a point of being seen — in Gorbachev's company these days are coming under close scrutiny. Politicians in the Soviet Union, much as elsewhere, rarely make it to the top on their own. They attach themselves to band-

wagon, rise on the coat-tails of others, and form tactical coalitions until they become established enough to have coat-tails of their own to which other ambitious young politicians seek to cling.

The party chieftains in four big regions of Omsk, Krasnodar, Volgograd and Stavropol are now identified as Gorbachev men. In the Central Committee, there are three, and perhaps four, heads of department who are thought to be in the group: Nikolai Kravchenko, in charge of administration of party affairs, Vasily Afanasyev, in charge of chemical industries, Vladimir Karlov, of Agriculture, and possibly Vadim Medvedev, in charge of science and education.

And it was probably significant that when Gorbachev addressed his voters in the elections, he was accompanied by two of the most powerful secretaries of the Central Committee, the brilliant young Nikolai Ryukhov, who is secretary and also head of the economic department, and Igor Ligachev, who heads the powerful department for party organisation work.

These are powerful men in their own right whose careers owe little to Gorbachev. They were both beneficiaries of the swathe of the new appointments and promotions that Yuri Andropov made as his new broom began to sweep through Moscow. Given that Gorbachev identified himself so openly with Andropov's criticisms of the party and bureaucratic immobility of the last Brezhnev years, it now looks as if Gorbachev may have inherited the leadership of Andropov's Mafia.

Viktor Sharapov, the former Pravda correspondent in Peking, was Chernenko's foreign policy advisor, as he was under Andropov. Pavel Laptev, who co-edited a volume of Andropov's speeches with Sharapov, served Chernenko as he once served Andropov. Both leaders used the economic advice of Arkady Volynsky, the veteran economist and adviser to Aleksandr Arsenyev, who advised Chernenko on international relations as he did Andropov and Brezhnev before him.

In part this reflects the aspect of the system that was designed by Brezhnev to be one long continuity — a Russia for the bureaucratic classes to run in cosy security. And it also reflects the ingratitude that states to be thrown up by a long period of transition, and of indecisions at the top. It has been 10 years now since the Soviet Union had a leader strong enough, and above all still young enough, to drive the country on a new course. But the men who are starting to gather around Mikhail Gorbachev are intent on changing all that.

How the tanker war turned on civilians

DAVID HIRST on the Gulf fighting



Civilians sit through the rubble of their homes after an Iraqi bombardment

BOTH Iran and Iraq have reaffirmed their willingness to end the "war on civilians." Indeed, Iran yesterday signified its readiness for a ceasefire covering civilian targets. Last June, the UN Secretary-General succeeded in negotiating an agreement under which the two sides were to refrain from hitting each other's towns and cities.

It was one of the rare successes achieved by outside mediation in a conflict which has proved notoriously resistant to it. Now this small success is in ruins. In the past week, the combatants have struck urban centres with unprecedented strength and advertised their readiness to resume the war. It is clear that this form of warfare with all the means at their disposal.

Given the confusion of contradictory claims, it is clearly a new phase in the 53-month old Gulf war. It would be tendentious to contend, with Iran, that the Iraqis began it with an air raid on the southern city of Ahwaz last Monday. But the Iraqis have been the more aggressive: their aircraft and missiles have caused heavy losses in 10 Iranian towns and they have struck as far inland as Iran's second city of Isfahan.

For much of the past year, it is Iraq which has been taking the initiative in the war, and, insofar as there is any calculated design behind the latest flare-up, it is Iraq's rather than Iran's.

In spite of a relative improvement in its overall military position, Iraq is still anxious to end a struggle in which, it feels, time is against it in the longer run. That was the purpose behind the tanker war, which began last May. It hoped to force intervention by an outside world alarmed at the cessation of Gulf oil supplies.

After many false starts, Iraq tried yet again in December, and for a while it began to look as though it might succeed. In January, Iranian oil exports fell to an all-time low of about 700,000 to 800,000 barrels a day. But, by February, Iran had once again succeeded in pushing exports back to some 1.3 to 1.4 million barrels a day.

Iraq's war on civilians is a logical progression from this failure. It has a growing technical advantage over the subject of a general arms embargo — and, with its Soviet missiles and its French Mirages and Super-Entendards, it is capable of risking much more

resources, and inflicting much greater damage, in this kind of warfare.

One objective is to goad Iran into making another ground offensive in the belief that, entrenched behind an array of fortifications and natural obstacles, the Iraqi army would inflict a costly, and politically damaging, defeat on the attackers. Iraq probably also hopes that out of international efforts to restore the ban on striking at civilians would grow a renewed campaign to tackle the conflict as a whole.

This is not to say that Iran is making no contribution to a form of warfare which in the past, much more than Iraq, it has professed to spurn. True, Hashim Rafsanjani, the speaker of Parliament, yesterday expressed his sorrow at the need to hit civilian targets. The raids, he insisted, were strictly retaliatory. However, the fact that Iran is indulging in them on such a scale is itself an illustration of the extent to which, on the battlefield proper, Iran's performance has fallen below expectations.

The frustrations felt by the army, revolutionary guards, and assorted "volun-

teers" massed on the frontiers for Iraq's long-awaited grand offensive which never comes, must by no means deter Rafsanjani from reiterating yet again yesterday that Iran would not be stampeded into premature adventures. It would only launch the big offensive when it felt it had "just a short way to go" to achieve final victory. But the wider disparity in armaments grows the further away that would appear to be.

The Iraqis may be stuck, but there is no more sign than there ever has been that, as a result of the toll taken by Iraqi planes and missiles, they are ready to come to the negotiating table. They still insist on the overthrow of President Saddam Hussein and — said Prime Minister Hussein Mousavi on Sunday — they would, if necessary, fight another 20 years to achieve it.

At bottom, the war on civilians is a reflection of the deadlock in the real war. And, as Lebanon, with its endless, but futile, artillery duels, has shown, it is the civilians who pay when the soldiers are getting nowhere. That is a parallel which suggests, now more than ever, that the Gulf war could continue for years to come.

DAVID HENCKE on the bureaucratic bedevilment of the NHS

London's great kidney failure

ST THOMAS'S and Guy's hospitals are two miles apart and are served by the same regional health authority. St Thomas's has been offered kidney machines it says it does not want.

Guy's is desperate for machines that it has been buying redundant units from other hospitals to cannibalise them for spare parts. The offer of 10 machines, worth £40,000, could do with doubling.

The solution looks simple: transfer the St Thomas's order to Guy's and let St Thomas's have the equivalent revenue to treat more patients. But being the National Health Service, life is not that simple and the bureaucracy of the system prevents such a decision being made.

Capital spending, which covers every piece of the £80

million worth of hospital medical equipment, has to come from a £2.5 million budget carved up in negotiations with the South-east Thames Regional Health Authority.

Revenue spending, or money for treating patients, comes in the kidney field from a multi-speciality committee which is split among authorities in the South-east Thames region. Both committees operate independently and consultants have to balance their demands on both.

On the capital side, the need for kidney machines has to compete with demands from other disciplines. Similarly, the bids for cash for kidney treatment have to compete with other fields.

This year it was thought that some £200,000 was available for kidney machines out of the £2.5 million equipment budget. Last June, the five regional units — Guy's, St Thomas's, King's, and units in Brighton and Canterbury — were told they could share the £200,000.



Dr Tony Wing, kidney specialist at St Thomas's, with a dialysis machine

Each unit could have £40,000. Guy's was at that stage desperate for more, but St Thomas's was allocated £40,000 for machines on the basis of a long-standing request.

According to Dr Tony Wing, kidney specialist at St Thomas's, that was not to be seen as a definite order for St Thomas's, but was subject to negotiation. He said: "We did not want the machines, as we had already replaced the ones we were using and had no room in the hospital for any more."

All this became academic. For about 48 hours after the agreement, the region found that its capital budget was overspent and all the orders for kidney machines went into methballs.

"I often wondered what a Coroner would say if one of our patients died and he found out that he was being kept alive on a machine relying on second-hand parts."

Early this month the situation changed again. South-east Thames — with one month to go before the end of the financial year — found it could spend £200,000 on kidney machines after all. The budget had been underspent, not overspent. Guy's was delighted, but the reception from St Thomas's was quite different.

Dr Wing said: "I was astonished and bewildered. I could not believe it. I had been told for the first time that we were going to have machines which would have to be put in corridors. I thought we would negotiate about this as I wanted to spend the money on patients. We will now end up overspending."

Dr Colin Connelly, who orders the equipment for the region, said yesterday: "Unfortunately, what Dr Wing suggests is not possible. We cannot convert capital spending into revenue. He should have applied to another regional committee if he wanted more cash for his patients."

He added that even if the kidney machines were not needed by St Thomas's, they could not go to Guy's. Instead the £40,000 would have to be reallocated to the next most important item on the committee's budget and the beneficiaries would be King's College Hospital radiotherapy department.

Guy's Hospital might eventually get some more machines next year. Some £170,000 is being considered for kidney machines in 1985-86 financial year — but its bid will depend on the whole process starting all over again.



14 year old Kavata Wambua of Kisi Region, Kenya and The Reynolds family of The Wirral

Kavata and the Reynolds:

A TRUE STORY

Kavata's family are from rural Kenya — a land where four years of drought have ended with a torrential downpour of rain which has washed away the precious topsoil — poor and sandy though it was.

A familiar situation in the Third World. So, too, is the Wambua family's poverty — a daily struggle to feed the seven of them from less than two acres of land.

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NOW it's men's turn. They're the ones who are starting to undergo gender identity crises, have books written about them, and be seen as Problems. (Do I hear a rousing female chorus of "About time too"?). Some men are starting to realise that they don't have to be the strong, silent type: that machismo isn't congenital, but learned in boyhood (as women have been telling them for ages).

Can boys be presented with alternative models of acceptable behaviour? A group of teachers think they can, and are working in novel ways to do so. In Hackney Downs Boys School in the East End of London (pupils: 1000), they're showing 11 and 12-year-olds that to be male doesn't have to mean wearing over buildings and zapping brigands in cartoon feats of fortitude, or believing that women are born with an innate way with dirty nappies and a gene for listening to men's problems. Real men not only eat quiche, they cook it too (and wash up afterwards).

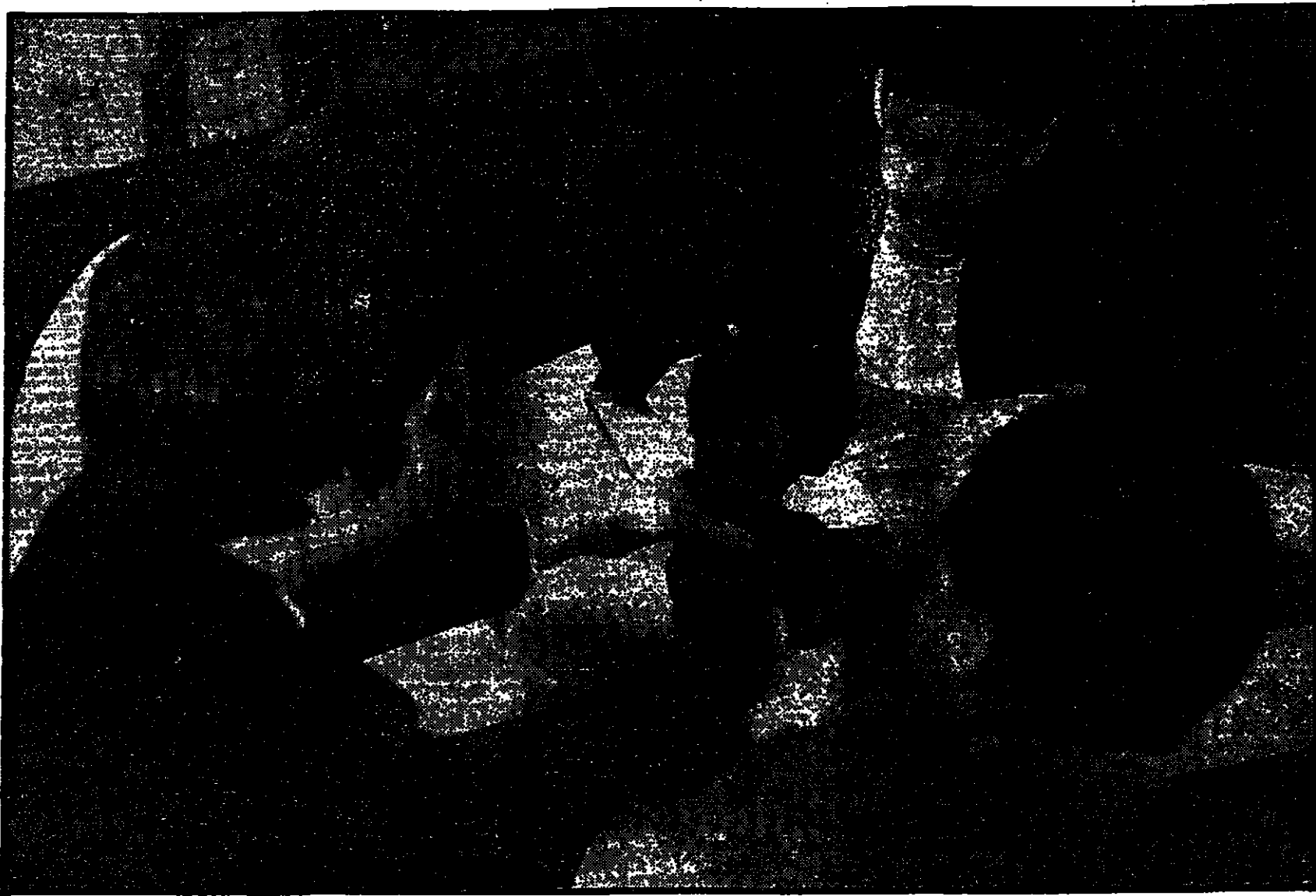
The Skills For Living course is taught by team teachers from several disciplines to first and second year boys, for one double period a week. It started in September 1982 at the suggestion of the school's women's group (of women teachers). Sue Askew and Carol Ross were funded by the ILEA and the Equal Opportunities Commission to develop and co-ordinate the course, and have just written a report on Anti-Sexist Work With Boys based on the experience.

The novelty of equal curriculum opportunities has diluted somewhat over the years, boys making the same tooth-rotting strawberry blanc-mange that girls have for decades doesn't seem quite as revolutionary as it did in the heady mid-Seventies. Its limitations became apparent when, early on, the Hackney Downs boys were quizzed about its value. Typical responses were "It's useful for when I'm grown up so I can take care of myself until I get married" and "It's useful in case my wife went into hospital".

What's original about the Hackney course is that it has two parts: as well as giving the boys the chance to do foodwork and childcare studies, they're also trying to help the boys express themselves and relate to each other in ways that traditionally have been thought female and unmasculine.

With this dual purpose, equal opportunity work changes. Says Sue Askew, "Home economics used to be very individualistic, but the boys here work in groups, and make a meal together: the emphasis is less on skills than on how they work together. In each lesson we asked them if everyone had been included, how they felt the work had been shared out — the emphasis in the food work was on the interaction within the group rather than the product. One boy said, 'We're really well organised now. It's getting much better and we all help each other.'"

This is especially germane to all-boys schools, which are knitted together in an almost palpable web of competition, strength, and power. Discipline is exercised through authoritarian power, a sort of adult bullying, so it's hardly surprising that one of the dominant modes of boyish behaviour is bullying.



Childcare studies at Hackney Downs Boys School — picture by Frank Martin

Boys won't always be boys

Skills For Living classes are about more than just learning to cook, they are about learning to express feelings without reacting in a stereotyped macho way.

Anne Karpf explains Hackney Downs Boys School's double-sided fight against sexism

Askew and Ross, while acknowledging that girls bully too, think it has a different meaning among boys. "We feel that bullying is a major way in which boys are able to demonstrate their masculinity," and they see it as a sexist issue: the two roles available to boys are either to bully (the 'year bully' is roundly admired) or to 'take it like a man' (blabbing makes you a cissy).

They also found that boys' ways of communicating with each other within the classroom tended to be rigid, stylised, and competitive, often making it impossible to discuss issues in a personal or meaningful way. So, for example, in a discussion about roles in the home, most boys insisted that shopping, cooking, and cleaning-up were the responsibilities of women alone. Yet in subsequent personal interviews many boys revealed that this was not the case in their own homes, and that they themselves had experience of shopping, cooking, and cleaning-up.

Carol Ross observes that "they seemed to regard their own experience as aberrations: it didn't touch their picture of what's really out there. I think that most of us do this: for example, we see our broken marriages as an individual failing, rather than as the result of the politics between men and women in our society — we keep our picture of an idealised marriage intact."

So the Hackney Downs teachers realised that, to allow the boys to feel confident enough to stop talking in stereotypes, they needed to open up new channels of communication in the classroom. Anti-sexist work wasn't just a subject that could be packaged up without disturbing normal classroom relations: the ways in which the boys relate to each other and to the teachers itself became the subject of many of the lessons.

You can't discuss bullying while hectoring a pupil. Mike Davis, now co-ordinator of the course with Claire Widgery, stresses the importance of the right atmosphere, not one way "chalk-and-talk". Teachers have to break down macho power dynamics in a

class without resorting to macho behaviour themselves. "When there's conflict in the classroom, you can discuss why it's happening, and help them think through their own behaviour. Often, but not always, it works."

And you can't expect boys to honestly reveal their vulnerabilities when they feel unsafe. Says Sue Askew, "In the classroom it's important to provide an atmosphere where they feel comfortable with each other, so that if they are going to talk about themselves, they'll get support, not derision." The teachers try to encourage the boys to talk about their experiences and feelings: they draw their "personal shields" showing the things important to them in their lives, and write mini-autobiographies stressing their warlike hopes, and fears. But as Mike Davis says, "We don't over-emphasise writing activities; there's quite a lot of talking, and we emphasise that talking is work, and not a diversion from the real thing."

They have found that one of the ways in which young boys are gender-trapped is that they have not developed their ability to nurture and support (not something big boys are renowned for doing either). They are trying to encourage them to empathise with and validate other people's feelings (qualities girls are encouraged to over-develop). One way is by inviting visitors into the lesson and making them feel at ease; another is preparing for a new boy in the class, or preparing to look after a child who might be frightened or shy. And by class discussion — "Is there anyone who doesn't have a friend?" "Does anyone need special help?" — to foster the feeling of group responsibility for each other. One class did a little booklet on bullying with tips for survival in your new school.

The teachers themselves came up smack against gender expectations: the boys expected the male teachers to be dominant, and the women to be soft. The women teachers found themselves in a double bind: when soft, they were "acting like a woman," when tough, they reinforced the ways in which

teachers traditionally behave in all-boys schools. Through team teaching they've tried to challenge these assumptions, with male teachers attentive and interested while the woman leads the teaching.

So how have the boys responded to all this? Interviewing some of them, there's the urge to make them — like housewives in the Persil ads — attest to its improving qualities. Carlos, Walby, Kevin, Darren, and Vincent are happily less malleable but, between giggles and shuffles, they were enthusiastic.

Carlos: "We thought it was strange at first — now we find it useful." Kevin: "Other boys say it's strange to do cooking and that. I say, it's up to me what I do." Darren: "When we get older we won't have to rely on ladies to do things."

Wally: "I was looking after a baby in the role play. I enjoyed it." Vincent: "We talked about if you were in trouble, who would you speak to? Some people said uncle, some said mother. Most people said a woman." Darren: "In the class we can all

share our feelings with one another."

Without exams in caring, how do you measure success? Says Sue, "It has to be how far the children can go in the involved in discussion of the issues, how enthusiastic they are, how they relate to each other, how much they tolerate other viewpoints and behave in a non-competitive way, and are prepared to make their own judgments and back it up with discussion. I went into school the other day and saw two boys walking down the corridor with arms round each other, and they were two boys from my form. I thought, 'That's so unusual, that they dare to do that in this school without thinking they'll be attacked as 'soft' or 'cissy'. Perhaps another index of success is that the older boys have been saying 'sir' and 'yes' to us. Skills For Living, too!'"

But trying to stanch a sexist tide with an anti-sexist weekly double period is a tall order, and as teachers they've no world-changing delusions. Says Carol, "It comes down to the fact that we have different experiences. Claire Widgery feels 'we're planting seeds that maybe in six years' time they might think back to.'"

A phantom then interrupts the discussion. A blimp rises up, spluttering "Indoctrination!" Responds Claire, "The fact is that indoctrination just doesn't work. What class of 22 kids is going to sit and listen to me deliver a lecture and then go away and repeat it? Of course there is an ideology underpinning what we're doing: we're putting on the agenda the ways men and women behave. So they go and do a survey about the way men and women spend their work and leisure time, and they come back and realise that, after a day's work, most men go home and put their feet up, and most women go home and cook a meal. Our job is to get them to think about that, the reasons for it, and whether they think it's right."

But there's a serious question here: how can you teach children non-sexist ways, and validate their own (often sexist) opinions? Says Claire, "We don't say, 'we're right and you're wrong'. We have to respect and make space for their opinions; if they ask me for mine, I'll tell them, but my views shouldn't dominate, especially when I'm teaching boys from so many different cultures with different ways of doing things."

But one shouldn't get too Persil about it — it's not without its grey spots at Hackney Downs, many teachers would like to teach it but can't because of staff shortages, or can't give it the thinking time they need. There is a lot of buzz about the foodwork but the other side — the emotions and relations work — is less tangible and public.

And Hackney Downs is wary of being held up as a paragon of good practice: they stress that other schools are doing variations on a similar theme, that they themselves had had problems. But they do admit that their double-sided approach is innovative, and yes, the work is very exciting.

Anti-Sexist Work With Boys, by Sue Askew and Carol Ross, £2.50 from Sue Askew, Isledon Teachers' Centre, Jack Ashley Building, Blackstock Road, London N4.

THE UGLY SISTER

SPRING means one thing to Spiker, who often wonders what those Sixties freaks did before proper hair gel: it's the reek of ammonia. At the first sign that winter's over, Spiker gets a sight of herself with her roots looking like dirty finger-nails and the rest of her hair the colour of old men's underwear, and she gets out the bleach.

Some years ago she used her Mum's household bleach, and it took months for her hair to get over it, so now she makes sure she takes good care of her hair. She does her hair green and egg-yolk gold, like the patches of crocuses in the park.

She asks Dave if he likes it, but his eyes are all screwed up in the light when she takes the corrugated iron sheets down from the windows. He turned back to the wall, still half-blinded.

Spiker goes out. Something might happen. The sun had brought out the drunks in the park for the first time in months, sitting there on a bench swearing and looking brown. One of them calls out to her that she's a proper divorcee, and she snaps that it's all right for some spending all winter in the bleedin' South of France, and not to come begging the price of a bloody cup of tea from her. She snatched his newspaper which only a few days old, but you've got to keep up to date when you can.

It said the miners had been forced back to work after nearly a year, which was sad for them when the weather was like this. No wonder they looked so pissed off in the picture. It must be really bad out there. She thought it unfair the way people used gas central heating everywhere so no-one needed coal any more.



Imagine people forced to fight to be allowed to work thousands of feet down under the ground where they could easily get buried alive or killed. But at least it did explain what all the fuss at the shops were about, the tins and tins and 'Up the Miners'. Spiker had tried to ignore them, because she thought they were being very rude about a type of person who'd never done her any harm.

Spiker knew her Dad voted Labour, because he said it stood for the working man. Privately, Spiker couldn't understand that, because he didn't like working at all. She didn't know who people weren't working could vote for, but she wouldn't bother anyway. She thought life wasn't at all bad under the government she'd voted for, in spite of what her Dad said.

What was so bad about getting paid to do nothing, and if there was anything to be done, it was better to do it for more money for the dote and social security. There wasn't any point in people who were getting sick for jobs. But Dave had to be able to see it, she said they should go striking like other people — just hitting police, not innocent people, and her Dad went all red in the face and said if he had his way he'd put her and her layabout boyfriend in the Army, and things would be different when he had a say in it. Which was another reason Spiker thought she wouldn't vote Labour.

After all, the Council was even painting and decorating some of the flats these days, if you could grab them quick enough before those people on the housing lists got hold of them. It was really unfair how they were all getting in, when the Council would find them places anyway.

Spiker thought Dave's place had got so dirty and full of shit by now it was time they moved into somewhere a bit cleaner. There were some real mongs coming round all the time, too, turning to stay and banging on the door with codes to show they weren't cops.

But Dave didn't want to go. He liked the Elephant, and the places she was talking about were all miles away. The north in Islington, or Camden, and Haringey. Spiker looked out of the window where the sun after so long picked out the stains on the concrete block opposite and the back of the railway, and she thought Haringey sounded like a beautiful place. Far Haringey, "I've far away in far Haringey," she'd be able to say, and people would be really impressed with the Spring, the Spring, and the yearning of a woman's heart for a long nesting flight. Perhaps next Spring.

Plea for the Pacific

Two women, a Chamorro from the Marianas and a Maori from New Zealand, are touring Britain protesting against the nuclear assault on their part of the world. Jane Dibblin reports

INTEREST in the affairs of the Pacific was suddenly aroused last week by the visit of New Zealand's Prime Minister David Lange. Yet the visit of two other Pacific representatives in the same week has gone largely unnoticed.

Chailang, a Chamorro woman from the Marianas in the northern Pacific, near the Philippines, and Titiwhai Harawira, a Maori woman from Aotearoa (her people's name for New Zealand) are travelling to 10 cities around the UK on a tour organised by Greenham women. When they

held a press conference at the House of Commons they were greeted with the attention of a mere two MPs (both Labour, one arriving very late) and not a word in the mainstream press.

That is particularly disturbing because New Zealand's recent nuclear-free declaration has come out of 10 years of intense lobbying by indigenous groups in the Pacific. And visiting nuclear warships are only a fraction of the nuclear assault they have suffered. For it is in the Pacific where nuclear weapons have been

tested, making islands uninhabitable, undermining people's source of income and — perhaps most horrifyingly — destroying their health.

"We are dying, slowly, very slowly, of nuclear-related diseases. And our women are afraid of pregnancy. Some have 11 miscarriages. Some give birth after nine months to babies like jellyfish that breathe then die," says Chailang.

The Pacific is now the chosen site for dumping nuclear waste by Japan and the US, both supposedly wait-

ing the go-ahead from the London Dumping Convention in September. "But there are already signs that they will dump near my islands whatever the convention decides," says Chailang. Meanwhile, cruise and Trident missiles already pollute their ocean and islands are cleared to use for US military training.

Titiwhai has a particular interest in Britain. She is the descendant of a Maori chief who signed the Treaty of Waitangi with Queen Victoria in 1840, guaranteeing Maori sovereignty and rights over

their lands, forests and fisheries. Today Maori own only three per cent of the country they once populated. Their numbers have been decimated, and they die young of poverty; 75 per cent of Maori are under 25. Making up seven per cent of the Labour force, they are 23 per cent of the unemployed.

Just before Christmas, young Maori, homeless and unemployed, living rough in a square in Auckland "dominated" by the city council, finally exploded and rioted. Other Maori protests have followed, in-

cluding the refusal to participate in annual celebrations of the Treaty of Waitangi — put on by the army at the cost of \$48,000. For the first time, the National Council of Churches joined their boycott.

"Since the signing of the Treaty, Maori have come to Britain to ask to discuss it and to submit petitions. We have been turned away. We have asked to meet British leaders visiting New Zealand, and have been refused. I am here representing my people — our race is dying and we are very

angry. Who will meet me," asks Titiwhai.

As their pleas have been ignored, the people of the Pacific are now turning to each other for help. In spite of the huge distances that divide them and the many languages and cultures, people are beginning to contact each other from Hawaii to Guam. Almost all former — or current — colonies, they are also starting to link their call to take nuclear technology away from their waters with a call for independence.

Fact, fantasy, Freud and feminism

OPEN SPACE

MAY a Jungian analyst comment on the Masson-Freud controversy described by Chris Reed in *Open Space*?

There is a problem with Masson's style of arguing, based on his continuing over-involvement with Freud. If Freud covers something up, then it must be true, claims Masson. Obviously absurd.

Then there's a common-sense point. Did Freud really make his theory more acceptable by switching the emphasis from real event to fantasy wish? I would have thought it quite the opposite: the sticking point for many readers of Freud is the primacy of fantasy which is found to be incomprehensible.

Masson must know that it's not a question of placing fact and fantasy in crude opposition. Female patients who have been sexually abused in childhood develop fantasies about it; those who have not may come to feel things about their fathers which suggest that incest actually took place. What analysts from all backgrounds do is to attend scrupulously and with compassion to the emotional truth of what is being told to them, not judging its "veracity" but rather trying to work out its meaning.

I agree with Masson that analysts must learn from what the feminist psycholo-



gists have been saying. But again it's a two-way traffic. Feminism uses Freud's brilliant observation that heterosexuality should not be regarded as innate and his ideas about a person's identification with the parent of the same sex.

Andrew Samuels, London N19.

IN HER letter (February 26) Nicola Billows, like too many female feminists, does the cause no good by doubting sympathetic men because they are male. Not only is this attitude sexist, but in the case of my friend article (February 20), inaccurate.

It was not I who said Dr Masson had proof in contrast to previous feminist opinions of Freud, I reported Dr Masson as "claiming to prove" Freud's shortcomings.

Of course, Dr Masson is also male but only I, apparently, might believe his work to be more "scientific" than anything female. His maleness is no handicap because Nicola Billows agrees with him — she ignores the fact that a woman launched the nastiest attack on Dr Masson, and another woman (Anna Freud) regretted ever showing him the previously hidden correspondence.

More gender stuff you see, but a rather boring macho/macho approach that is both irrelevant and out-of-date. Christopher Reed, San Francisco.

Growing up

IN RESPONSE to some of your excellent articles and letters on the subject of giving contraceptive advice to

under-16s, may I make a point I have not heard expressed in this crucial debate.

It seems generally accepted that parents have somehow "failed" their children, if adolescents feel unable to approach their own parents to discuss their emerging sexuality, and ask for personal, practical or moral advice about relationships they are involved in.

Given that one of the main tasks of adolescence is separating from the parents, and establishing adult ways of obtaining information and making decisions — and given the very strong taboo against incest that our society clearly upholds — it may well be a healthy step in maturity for an adolescent to choose a caring, informed non-parental adult, to discuss their private personal and sexual explorations with, rather than a parent.

Giving of relevant factual information, and discussion of emotional and moral aspects of relationships should be part of the normal sharing and education that goes on within home and schools. Many adolescents are involved in serious, caring, personal relationships at the age of 15 or younger, and if they become ready to extend this into the sharing of physical pleasure too, I feel that they should be offered informed advice and discussion as to all the implications of this option, when they feel ready for it.

This is what is offered in

Youth Advisory clinics, and by sensitive General Practitioners, and attempts to involve parents can always be made if sympathetic listening reveals that the adolescents involved are not fully able to cope with this aspect of their transition to adulthood.

Althea de Carteret (Dr), London NW10.

Inconsistency

YOUR Women's page frequently amazes me with its inconsistency, and on March 4 you outlined your views on the issue of women's emancipation. Where were women to turn for positive images of themselves? Certainly not to the illustration by Peter Clarke, chosen to accompany the article. What is that nude female torso top centre in the drawing? Certainly not a living womanhood? Deceptively (mindless), armless and legless (powerless), it is a hollow shell of skin emptied of all viscera (heartless, soulless, all surface and no depth, all sensual equipment, etc) drawn in such a way that even the skin itself does not appear to be alive, but seems to be made of cloth and porcelain.

Why does an image which upholds the tradition of a dehumanised, branded, objectified view of women accompany an article which searches for an end of that view, and the creation of a tradition which will celebrate women's strength and contributions? It is a message from Cambridge.

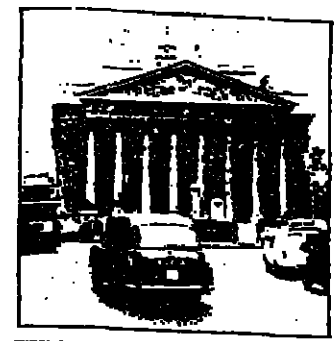
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Fair play and the Brothers Al-Fayed... three good reasons for a Monopolies inquiry



NOTEBOOK

Hamish McRae

The Al-Fayed bid for the House of Fraser should be referred to the Monopolies Commission for three reasons.

The most immediate is that a number of startling

allegations have been made about the Al-Fayed brothers by Mr "Tiny" Rowland. These are apparently being passed to the O.P.T. One does not need to make any judgment about these allegations to say that the mere fact that they have been made by the chief executive of a substantial British public company with whom the Al-Fayed brothers have had very important financial dealings, means that they should be answered.

That, aside there are two more general reasons for seeking a reference. One is a simple sense of fair play. One potential purchaser has been barred from making a purchase for several years. Given that history, it is reasonable to expect the apparently successful bidders to subject themselves to the same level of scrutiny. It will not take more than a few months. After the years of debate to do otherwise is

to throw away those years of effort.

If the bush telegraph is right, there is a third reason. We are likely to see a string of foreign bids for high quality British enterprises in the months to come. There is nothing objectionable in this in itself. But it is a matter of general public interest that we should be able to get some round rules. When criteria should be applied to bidders have to fulfil? We all know a great deal about the whole Fraser operation, but very little about its many potential owners.

Finally, the Al-Fayed's are presumably seeking to build up a portfolio of British assets would surely welcome a reference as it would establish their status for any further purchases.

While this may not be an argument in favour of the Monopolies Commission, such

a reference will at least save a great deal of argument in the months, and years, to come.

Touch and go

IT WILL be touch and go, but there is at least a fighting chance that the government will be able to get away without a mortgage rate increase. That, at least, would be the best reading of market behaviour over the last couple of trading days.

There seems the last set of money supply figures to be published before the budget. These figures will inevitably be very good, bringing the long term performance (which is the main one the market cares about) well inside the target range. The Bank of England, which of course knew the figures last week, felt confident enough to launch some more speculation on the market, and yesterday

between the pound and the dollar to maintain a reasonable level for sterling. In fact, it might not need any differential at all, but that might be asking too much.

Certainly yesterday's exchanges would be quite consistent with a modest fall in UK rates.

And the budget? There is an interesting choice here which a few days ago at least was still open. The choice is whether to press on with reducing the Public Sector Borrowing Requirement from the plans of the last spring budget, or whether to accept a fall only from this year's out-turn.

In other words, the Chancellor could either try and get a figure six at the beginning of the PSBR — say £8.5 billion — and say that the downward pressure on borrowing was being maintained. Or he could argue that this year's autumn forecast of £8.5 billion PSBR was the starting point (in fact it will be nearer £10 billion) and present us with a PSBR of, say, £5 billion.

Now the figures themselves are pretty meaningless, because all sorts of capital items are used to distort the PSBR. But in presentational terms the figure is still important to the markets. The lower PSBR would drive home the hope of cuts in interest rates; the higher would accept that interest rates are externally determined (largely by US rates) and so try to compensate on the fiscal side.

Which will he do? The mortgage rate may be the chink in the armour. The markets would take very ill to a PSBR that was deemed to repeat the errors of the present year. Give them a PSBR of six point something, without too many fiddles, and they would happily sanction some fall in interest rates.

Ailing pound raises prices

By Christopher Huhne, Economics Editor

The Government's anti-inflation policies are coming under pressure from the fall in the pound according to yesterday's official figures which show that manufacturers' materials costs (excluding food) rose by 14.9 per cent in the year to February.

Non-food manufacturers are also showing an increasing willingness to pass on these cost rises. Non-food factory gate prices rose by 6.5 per cent over the year compared with annual rates in the range of 5.5 per cent to 5.7 per cent in the last half of 1984, the Department of Trade and Industry said.

Between January and February, non-food manufacturers' fuel and materials costs rose by 17.7 per cent and their factory gate prices by 8.2 per cent, according to the dilemma which the Government has faced between raising interest rates to historically high levels, or suffering a further inflationary fall in sterling.

So far the sharp rise in non-food materials costs has been offset by the recent stability of food costs so that the increase in all manufacturers' input costs between January and February was 12.3 per cent to an annual rate of 6.5 per cent. All manufacturers' factory gate prices rose by 6.5 per cent to give an annual rate of 6.1 per cent.

This is broadly in line with a range still annual rates since the middle of last year of between 6.2 per cent and 6.5 per cent, which has been absorbed by wholesalers and retailers to give a retail inflation rate of 5 per cent in January.

However, the recent acceleration in non-food materials and fuel costs comes on top of evidence of an uptick in wage settlements through this pay round and a slowdown in output per person — productivity — which means that companies in turn are less able to absorb cost rises without squeezing profits.

In manufacturing, output per person hour actually fell back in the fourth quarter of last year to give a 2.5 per cent rise over the year to the fourth quarter compared with a 7.1 per cent rise the year before.

The Treasury's November forecast of a 4.5 per cent rise in retail prices in the year to the fourth quarter is now the lowest of any of the major forecasting groups except the perennially optimistic Liverpoolians. The recent average forecast is 5.5 per cent, the Department of Trade and Industry showed yesterday that the volume of high street sales rose by nearly 1 per cent between January and February to give a 3.7 per cent rise over the year.

Through the provisional figure for retail sales at 113.9 (1980=100) has still to recover the levels of the end of last year when it reached 117.0 in November and 117.0 in December, officials believe that the pattern is consistent with a continuing and strong underlying increase.

The same dip in sales occurred at the beginning of last year and the statisticians are not confident that their adjustments for the seasonal effects of Christmas spending are properly estimated.

Dollar weakens across the board

Sterling up on hopes of cut in base rates

By Peter Rodgers, City Editor

The balance in the markets yesterday tipped gently towards optimism as the City saw a chance of a budget-time base rate cut and the pound performed well on the foreign exchanges.

Sterling rose 1.87 cents to \$1.0680 against a dollar which was weakening across the board. The pound did slightly better than the German mark, which was also strongly up against the dollar. Sterling's average value on the trade weighted index was 0.5 up at 71.6 per cent of the 1975 value, according to the Bank of England.

But the most significant shift was in the sterling money markets, where for the first time a month, a reflected a rise in the interest rate. City dealers' interest rates are about to come down again, although only by a small amount.

This was attributed to a widespread belief that the money supply figures today will show a fall in the rate of growth of the dollar, to a bank's predictions that interest rates will come down soon and to the view that the Chancellor will show progress in reducing

The low cost of pension equality

By Margaret Dibben, Money Editor

ONLY 30 per cent of pension schemes provide a widow's pension, yet the cost of adding this benefit to an average scheme is a mere 0.1 per cent of salaries, according to a report commissioned by the Equal Opportunities Commission.

The findings show that providing equal benefits for men and women in pension schemes is less expensive than is often claimed.

By far the largest number of complaints which the EOC receives about occupational pensions are from women who say the same contributions as male colleagues but whose husbands would not be eligible for a widow's pension.

This prompted the commission, uncharacteristically championing the rights of men, to look for actual proof to support its argument that many of the benefits needed to put women on an equal basis could be provided without making the pension scheme any more expensive.

The report, *Model of Equality*, prepared by Duncan Fraser & Co. looks at ways in which an average pension scheme would have to be amended to conform to a proposed EEC directive, still some way from implementation.

Taking an average scheme in which there are four times as many men as women, the cost of providing pensions for widowers in future is 0.1 per cent of total pensionable salaries. At the other end of the scale, a scheme which had four times as many men as women would need an additional 1.2 per cent.

The reasons why it is so cheap are that women on average live longer than men; fewer widowers are likely to be claimed; and generally a widower's pension will start later and stop earlier.

Mr Bert Hardy, chief executive of the Standard, London's only evening paper after the Evening News merged with it two years ago, said he is claiming that the plans could only succeed if News International aimed to destroy his paper.

"London can only support one daily paper," he said. The Standard moved to a modest profit in its last trading year.

War of words on new paper

By Maggie Brown

News International denied yesterday that its plans to launch a second London daily paper, to be called the Post, were in any way linked to Mr Eddie Shah's proposed new national daily. Mr Bruce Matthews, NI's managing director, said: "There is no basis in fact."

Mr Bert Hardy, chief executive of the Standard, London's only evening paper after the Evening News merged with it two years ago, said he is claiming that the plans could only succeed if News International aimed to destroy his paper.

"London can only support one daily paper," he said. The Standard moved to a modest profit in its last trading year.

Rolls wins big order

By Michael Smith, Industrial Editor

Rolls-Royce, the state-owned aircraft engine manufacturer, has won an order from the Australian Air Force for four upgraded RB211-524D engines and spare parts to power a new Boeing 747 "big top" jumbo being delivered to Qantas in a year's time.

The order will help maintain Rolls production lines and ensure that Qantas remains committed to the UK engine builder.

Qantas is now operating a Boeing 747 jumbo jets with Rolls engines.

Rolls-Royce's commercial director, Mr Alan Smith, said the airline already has two "big top" jumbos with extended upper decks, under power from Rolls engines and he estimated that the upgraded engines would save Qantas around £275,000 a year in fuel consumption on each aircraft.

Falmouth shipyard ready to go private

By Michael Smith, Industrial Editor

The state-owned Falmouth Shiprepair yard in Cornwall is set to change hands in the near future. Falmouth, part of British Shipbuilders, is expected to move from public to private ownership in a deal involving Bellway, a housebuilder, and shipbuilding consultants, A. & P. Appledore.

Mr Peter Nash, chairman of A. & P., confirmed yesterday that negotiations were taking place with British Shipbuilders and that a further announcement would be made as soon as possible. It is believed that negotiations have reached a very advanced stage and that only the approval of the Department of Trade and Industry is now needed to complete the sale.

The sale will mark a further stage in the slow process of privatisation at British Shipbuilders and represent a major expansion of A. & P., as well as a significant diversification for Bellway.

Falmouth has been a steady performer for British Shipbuilders, and the yard is likely to change hands for well over £1 million.

The planned sale of Falmouth comes at a time of declining profit margins in the highly competitive shiprepairing industry. But Bellway is believed to be interested in the acquisition because the shiprepair yard is open.

Chinese deals for Simon Engineering

From John Hooper in Hong Kong

The chairman of Simon Engineering, Mr Harry Harrison, announced yesterday that he had signed two more agreements with the Chinese authorities while touring the country as a member of Lord Young's special trade mission. Both are memoranda of understanding involving the organisation's food group.

Simon has been exceptionally successful over the past few years in picking up medium-sized contracts in China for the modernisation or replacement of outdated equipment. The firm formally opened an office in Peking last week and expects to do some £50 million to £60 million worth of steady business in China each year.

Under the terms of the two memoranda signed with the provincial authorities of Shanghai and Jiangxi, Simon would begin by selling the Chinese authorities complete food processing plants and later move on to cooperative ventures for the manufacture by the Chinese of food-processing machinery.

Mr Harrison said last night that up to 40 factories worth between £3 million and £10 million each would be built as a result of the two memoranda and a third one, which was signed in Peking at the beginning of his visit.

STC announced yesterday that it has signed a £500,000 contract to supply the first 48 miles of a 322-mile fibre-optic cable, linking Guangzhou and Foshan in the southern Chinese province of Guangdong, next door to Hong Kong.

NEWS IN BRIEF

Dip in company failures

THE NUMBER of bankruptcies in February fell by 7 per cent compared with the same month last year, according to Trade Indemnity, the UK credit insurance group. But the average of figures for the last 12 months shows that the trend is still upward. Business failures peaked in June 1983 at an average monthly total of 330 failures, dipping to 315 failures in April last year. Since then the trend has been upward and in January this year it had crept up to 330 bankruptcies.

In the last year the total of failures notified by Trade Indemnity's policy holders was 3,933, a monthly average of 328. The only trade to show a rise last year was building and construction, where failures rose to 7.6 per cent from 6.1 per cent a year earlier.

GEC has bought in a further two million of its own shares at 197p each to bring its total share purchases to 52 million since it won approval for the buying-in scheme from shareholders last year.

SHARES of Foster Brothers, the high street retail group, jumped by 20p to 228p yesterday as speculation grew that Sears Holdings would mount a takeover bid. Foster has urged shareholders not to accept the 337 million rival bid terms from Ward White and yesterday confirmed that discussions are taking place with a third party which may lead to a recommended offer for Foster.

THE MONOPOLIES Commission is to investigate the commercial operations of duty free shops and car parks, operated by the British Airports Authority at major UK airports like Heathrow and Gatwick. The probe is to see whether the BAA can reduce its costs or improve the service provided by the commercial activities.

ENTRAD, which is bidding £124 million for Tootal, the UK textiles group, yesterday said in an offer document posted to shareholders that Tootal remains vulnerable and will need far more than rationalisation and reorganisation to do more than temporarily arrest its long-term trend of decline.

Computer shines for diamond testers

By Peter Large

The automated sequence begins at the computer-controlled laser beam burns across the diamond's surface. Watched through the aim-checking microscope, letters and figures appear in fire like the writing on the wall.

The final figures — a string of up to 10 certifying symbols, plus a love message if you want it — come within the space of a pen dot, invisible to the naked eye.

That process, just installed, completes the boast of Antwerp's Diamond High Centre that its certifying centre is the only one where the diamond trade has succumbed totally to the computer. The centre tests about 50,000 diamonds a year.

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to five millionths of a gramme), measured equally precisely for the parameters that set its brilliance, and graded for colour. The computers can state where any stone is at any stage. No diamond has yet been lost.

Mr Paul van der Steen, the centre's 32-year-old director, says that apart from the administrative and security advantages automation has also brought objective standards where before graders had to depend on personal experience and comparison with standard examples.

Nevertheless, the centre, which was opened nine years ago by all the Belgian diamond businesses and with government backing, still employs 45 human graders. Ironically, they are used to supplement the computers' work on routine stones. On top quality, the system take over. The examiners' verdicts on colour grading are only accepted when four out of five agree.

They work at their microscopes six hours a day maximum, and Mr van der Steen says they are all in their twenties, not because of the strain but simply because the organisation itself is so young.

To the branding of the diamonds has been added a further check against fraud. This counters the artificial irradiation of stones to transform them from common yellow to dazzling blue, which can raise the value tenfold. The process

DEMOCRATIC AND POPULAR REPUBLIC OF ALGERIA
MINISTRY OF ENERGY AND CHEMICAL AND PETROCHEMICAL INDUSTRIES
NATIONAL DRILLING COMPANY
"ENAFOR"

PUBLIC NATIONAL AND INTERNATIONAL CALL FOR TENDER NO. EX 03/85

The National Drilling Company, ENAFOR, is launching a Public National and International call for tender for the supply of:

- LOT NO. 1: SPARE PARTS FOR LAND-ROVERS AND RANGE-ROVER MODELS
- LOT NO. 2: SPARE PARTS FOR TOYOTA MODELS

This call for Tenders is addressed only to manufacturing companies to the exclusion of Amalgamations, Company Representatives and other Intermediaries in accordance with the provisions of Law No. 78-02 of 11 February, 1978, concerning the State Monopoly of Foreign Trade.

Those Tenderers who are interested in this call for Tenders may obtain specifications from the following address: ENAFOR, Department Achats (Purchasing Section), 1 Place Bir Hakeim, El-Biar, Algiers, with effect from the date of publication of this notice.

Offers drawn up in 8 (eight) copies should be sent in a double sealed envelope by registered post; the outer envelope must be anonymous, bearing no company insignia or lettering from the Tenderers' company, stating only Appel D'Offres Internationale Ouvert No. EX-03/85 — Lot No. Confidential — A Ne Pas Ouvrir — ENAFOR — Department Achats — 1 Place Bir-Hakeim, El-Biar, Algiers.

The final date for submission of Tenders is set at 60 days from the publication of this Notice.

Any Tenders arriving after this time will not be accepted.

Selection will be made within 180 days from the closing date of this Call for Tender.

Gilts spur by hopes of fall in rates

Dixons' Stanley Kalms

COMMODITIES

**Edited by
Tony May**

Ingall, which was founded in 1984, dismissed the \$7.3 million bid as "derisory" and pointed out that shares in the group had already moved up half of the bid terms to 89p.

[illegible]

Euro	11 1/2	10 1/2	11 1/2	11 1/2
Euro	SW 1/2	5 1/2	5 1/2	5 1/2
US INTEREST RATES :		Federal Funds : 8 1/2	US prime rates : 10 1/2	

هكذا من الاصل

ews; From our own Correspondents.

6 30 **Morning Story: A Disgrace to**
School, Religion and Country by
Jude Collins.
 6 45 **Daily Service.**
 1 0 **News: Thirty-Minute Theatre:**
Never Laugh at a Hypochondriac
by Patrice Chaplin. Girlfriends
exchange views on their selfish
male.
 1 33 **Wildlife. Nature queries.**
 2 27 **News: You and Yours.**
Raymond Chandler in Holly-
wood: Love-hate relationship
between a man and a city.
 1 0 **The World at One: News.**

40 The Archers.
 2 News; Woman's Hour: Black on
 White—ethnic programmes on
 radio and TV.
 3 News; Afternoon Plays: Summer
 Visitors by Stephen Fagan.
 Racial hostility spoils a Devon
 holiday.
 4 News; A Perfectly Colossal Time.
 Clara Butt's impact on King
 Edward's Antipodean Dominion
 40 Story Time: Miss Mole by E. H.

5 6 PM. News magazine.
6 6 The Six O'Clock News.
6 30 The Wordsmiths at Gorsemore.
Witty spoof soap opera about the
Lakeland poets.
7 6 News: The Archers.
7 20 File on 4. Pre-Budget look at the
Government's economic targets.
8 6 Medicine Now.
8 30 The State of the Vatican. 2:
Treasures and Treasury.
9 6 In Touch. Views for the blind.
9 30 Canada. Joseph Hone in

9 The Caribbean 4: Dominica.
 9 45 Kaleidoscope: Arts magazine.
 9 15 A Book at Bedtime: The Green
 Man by Kingsley Amis (7).
 0 30 The World Tonight.
 1 15 The Financial World Tonight.
 1 30 Today in Parliament.
 2 0 News; weather; shipping.
WEEF: 11 0-12 0 Schools: 1 55 Listening
 Corner. 2 5-3 0 pm Schools. 11 0
 Study on 4. 11 30-12 10 Open
 University. 12 30-1 10 am School

Night-time Broadcasting

Vales (344m): 4 0 am As Radio 2. 5 1 Farming Today. 6 30 Dalton Roberts. 7 30 A.M. 10 5 Mike Flynn. 11 30 A.M. 12 30 Healthwatch. 12 30 Sports. 1 40 Catchphrase 1. 1 40 Frank Honness. 3 30 The Greener Selection. 4 0 Four-Five-Six. 6 0 A Radio 4. 7 0 Catchphrase 2. 8 0 A Radio 4. 9 0 Catchphrase. Colour Supplement. 10 0 Faith on the Line. 9 0 As Radio 4. 10 30 Rum Tum. 10 0 Rockpile. 11 2-4 am John Radio 2.

Cymru (VHF): 5 53 am Weather: Gweli. Radio 4. 6 23 Helo Bobol. 9 53 Guri. 12 15 Mreched y Dynal. 10 55 Sgwâr. 11 55 Sgwâr. 12 15 Sgwâr. 12 15 Sgwâr. 12 15 Sgwâr.

[illegible]

World Service

[illegible]

ows. 3 9 Meridian. 5 40 Scotland This
 eek. 6 9 News. 3 15 Concert Hall. 10 25
 ows. 10 9 The World Today. 10 25
 ows. 10 9 This Week. 10 10 Financial
 ows. 10 9 Reflections. 10 45
 15 9 News. 11 9 Commentary.
 15 9 Romantic Piano. 11 30 Meridian.
 12 midnight News. 12 9 am News.
 12 15 Radio Newsrec. 12 30
 15 9 News. 1 45 Country Music
 on Religion. 1 45 Country Musi
 profile. 2 0 News. 2 9 British Press
 review. 2 15 Romantic Piano. 2 30
 3 9 News. 3 9 News.
 3 15 The World Today. 4 30
 30 Discovery. 4 0 Newsrec. 4 30
 4 30 The World Today. 4 30

NEW LONDON DRUG LANE WC2, 01-405 0073 CC 01-404 0721 7.45 Tue & Sat. 3.0 to 8.45 THE ANDREW LLOYD WEBBER	QUEENS THEATRE, 734 1166, 734 1167, 734 1868 734 0120, 459 3849, 439 4001, Grp. Sls. 330 6123. CHAD DON HESTON	WYNDHAM'S 886 3092, Cn. 379 6585 379 6533, 741 9999, Grp. 350 6123, 856 3962, Dns 8.0 and Wed. Mar. 3.0. Sat. 3.0 and 8.15.	PLAZA 2 DUNE (PCI, In 70m) STEREO, Sep. Progs. Daily 3.30, 8.15.
			PLAZA 3 TRADING PLACES (15m) Relix 1st Party

TEMPLE OF DOOM (PG). In DOLBY STEREO, Sep. Progs. Daily 1.0, (not Sun.) 3.30, 6.0, 8.30*.

"**FOOT**
0-499 3737, James Hixson, Edward
Fox in **THE SHOOTING PARTY** (15).
"Supernatural" S. Exp., "A Brilliant Film"
B. Mat. at 2.00 (not sun.). 4.10.
2.80, 8.40.

CURZON WEST END, Shaftesbury
Avenue, W.I. 0-439 4805, Vanessa
Redgrave, John Gielgud, in
David Hale's **WETTERSBY** (15). Film
at 2.0 (Not Sun.), 4.10, 6.20, 8.40.
Mat. at 2.40 (not Sun.). 4.10, 6.20,
8.40 perf. daily, also 6.20 perf. Sat. &
Sun. Winner of Golden Bear Award,
Berlin 1985

GAY BLOOMSBURY 1, 2 & 3, 837
8403/1177, Russell St. Tube.

"**ART**
1-4 PRIVATE FUNCTION (15), 2.0.
3.45, 5.30, 7.15, 8.40.
2-2 RARE EARTH (18) 2.25, 6.40,
8.40."

GATE. NOTTING HILL 221 0200, 72
5150. **DAY FOR NIGHT** (15) 2.35.
6.40. **AMARCORD** (181) 4.30, 6.45.
7.15. **THE LAST DAYS OF DISHONOR**
(closed Mon.). Tues. 7.15. **WILLIAM
RICHARD'S WINTER KILLS**. Kennedy-
considers a brilliant native from
Chicago by Ruyter. Condensed.
Bridges. John Huston. Anthony Per-
kins. 5.00 7.00 & 9.00. **ICA**
10.00. **THE USUAL SUSPECTS**. **VIDEO**
PERFORMANCE TAPED. 6.50 &
8.50. **RADICAL DARK**. **SANKAI**
JUDY FUS. Separate perss. All seats
bookable.

LEICESTER SQUARE THEATRE 530
5252 (tel.889 1759) (24 hour Access/
bookings) 10.00. **THE LAST DAYS OF
DISHONOR** (15). Sep. Thurs 2.00.

8.35 perfs.

LUMIERE CINEMA 379.3014/836-0691.
St Martin's Lane, W.C. (Innearest Tube
Leicester Sq.). Edgar Reitz **HEIMAT**
1984. D. 105. 1984. 3 parts. 1. 1984. 1984.
Part Four at 1.15. **STARS**
TRURS. MARCS 1.25. **ROSE**
CARMEN (PG). Film at 1.25, 4.30,
7.15. Seats Bookable for 4.30 & 7.15 perfs.

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(15)
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WOLVES (CB 1982)
 INFO: 5.45 RAISING A RYOT IN VENICE (France
 1971)
 NPTT: 5.45 THE OUTCASTS (EST)
 (Japan 1952)
 NPTT: 5.50 LECTURE BY ALBERT
 HUNT AND DAVID LUSTED: TELE-
 VISION PERSONALITIES AND
 ANTI-HEROES (EST)
 NPTT: 6.00 THE VACUUM ZONE (EST)
 (Japan 1952)
 NPTT: 6.30 RAISING A RYOT (GB
 1955)
 ODEON HAYMARKET (330 2788)
 ODEON (PCI) 5pp gross 2.00,
 5.45, 8.35. All week 1000
 advance, Accrow and Visa. Telephone
 bookings welcome
 ODEON SOUTH SQUARE (930
 5111) Info 930 4250/4259, BRAZIL

4.30p. 7.45. **Adventure Bookings** for 7.45
p.m. and 9.15p.m. **Tel bookings**
welcome. **Gr. Lido** 10.15p.m. **24**
hour service; **21** seats Monday all
seats.

DE. **MARBLE ARCH**. (723 2011)
PAYLAWA (U). Sup. progr. **10.15** open
2.00. 5.00. 8.00. **Reduced prices** for
10p.

PHOENIX. **East Finchley**. **8.15** 2235.
SWANN IN LOVE (18). at 1.10. 6.05.
10.15. **Seas** 14th.

SCREEN 11. **ELECTRIC**. 229 3684.
HURRY. **Mind and Thrus**. 8.05.
OFFICIAL SECRETS. 3.05. 7.30.
GUARD (15). 4.45. 6.10. 7.35.
SCREEN ON BAKER STREET. 935 2772.

1 **TALKING HEADS**. 935 2772.

2.10. 9.10.
 2 HURRY! MUST END THURS. BAFTA
 AWARD WINNER - BEST DIRECTOR
 FOR PETER JACKSON (15). 2.30. 5.30.
 8.30. Lk. Bar. Tickets 10. Bookable.
 SCREEN ON THE HILL. 435 3360. 435
 3767. Robert Everett and Miranda
 Richardson as Ruth Ellis in DANCE
 WITH A STRANGER (15). 2.30. 4.35.
 7.00. 9.00. Tickets Bookable. Lk.
 SCREEN ON ISLINGTON GREEN. 225
 3520. A NEW FEMINIST COMEDY.
 LADIES ON THE ROCKS (18). 2.05.
 4.20. 7.00. 9.00.

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hotel stopover book 0789 47922.

2,000 hospital beds will go but services safe, says authority chairman

Health cash axe hits 5,000 jobs

By David Hencke, Social Services Correspondent

More than 2,000 beds and nearly 5,000 health service jobs are to go over the next 10 years as part of a package aimed at saving \$47 million on hospital services in the north-west Thames area, the regional health authority announced yesterday.

Mr Norman Fowler, the Social Services Secretary, considers the area to be "overprovided" and to have fewer people on waiting lists than the rest of the country. It is the first health region planning to reduce its number

of doctors, nurses and midwives. The region serving the 3.5 million people living in north and west London, Hertfordshire and Bedfordshire.

Mr William Doughty, chairman of the region, yesterday gave an assurance that services would be maintained in 1994 and beyond and that patients would not be turned away. The region would have fewer hospitals but greater reliance could be placed on day surgery.

The changes involve redistributing about \$74 million to meet poorer regions to meet a switch in priorities and the need to follow Health Depart-

ment guidelines which involve spending cuts in London and the Southeast.

In September 1983, the region had 41,015 people waiting for operations and 2,368 urgently needing treatment. This compares with a total English waiting list of nearly 700,000 last April.

Figures released by the authority yesterday show that patients who had hip operations in 1983 had to wait an average of 412 days in north Bedfordshire and 83 days in central London. For gall bladder operations, this varied from 289 days in north Bedfordshire to

2 days in Hammersmith and Fulham.

About \$22 million is to be taken away from general hospital services under the proposals, with central London, Hillingdon, Brent, Ealing and Barnet bearing the brunt. Another \$5 million will be put back in hospital care with most of the money being spent in Hertfordshire and Bedfordshire and on improving kidney and liver services.

Some \$9 million will be distributed to the rest of England, with Nottinghamshire, Sheffield, the South-west and East Angles benefiting. The rest of the cash will be

spent on an improved service for the mentally ill and handicapped, where \$40 million is planned to be spent over the next decade.

Most of the money will go on plans to move patients from Leavesham, Cell Barnes, Bromham, and Harpenden hospitals for the mentally ill, capped and Ransstead, Horton, Fairfield, Hill End, Napsbury, Shenley, and St Bernard's hospitals for the mentally ill.

Draft Regional Strategy. From North-west Thames regional health authority, 40 Eastbourne Terrace, London W2. Free of charge.

Special Branch 'acquittal' angers Labour

By Colin Brown

Changes in an all-party select committee draft report, which gives the all-clear to the Special Branch, will be demanded by Labour MPs tomorrow.

The private meeting of the home affairs select committee promises to be a stormy affair. Labour members of the committee are angry that the draft report is so "sloppy" that it will undermine their reputations.

The Labour MPs were demanding that the committee should reopen its inquiry into the Special Branch, regarded as the operational arm in Britain of MI5 — after the revelations in the 20/20 Vision film MI5's Official Secrets.

The draft report will be considered at tomorrow's meeting in the light of the debate on the bill on telephone tapping in the Commons today, and Labour MPs are hoping that the controversy may have changed the minds of some Tory MPs on the committee.

One of the committee members, Mr David Winnick, Labour MP for Walsall North, rejected assurances he was given by the Home Secretary, Mr Leon Brittan, last night in written Commons answers about some of the allegations made in the film.

Mr Brittan refused to comment on the film's allegations that Mr Harry Newton, a lifelong Labour activist, had been supplying information to the security service and Special Branch.

Asked about reports that Mr Stanley Bonnett, former editor of the CND magazine, *Sanity*, had supplied information to Special Branch officers, Mr Brittan said the functions covering the branches were set out in guidelines published on December 18, 1984.

"I am assured by the Commission that no enquiries have been initiated by the Metropolitan Police Special Branch outside the terms of those guidelines," he said.

"I have made it clear on a number of occasions that I would not initiate any investigation to change the mind of the government or of people generally about the validity of nuclear disarmament does not come within the definition of subversion which is given in the guidelines."

Mr Winnick said: "In my view, until these guidelines are changed, it will mean such activities will continue even though we find them distasteful."

Mr Winnick said the Home Secretary's response was like the Lord Bridge inquiry into telephone tapping — it did not answer the core questions which had been raised.

David Hearst said: Mr Roy Jenkins, MP, a home secretary in two Labour governments, last night said he was "sceptical" of the value of MI5's role in monitoring political organisations.

Mr Jenkins said he was quite happy to allow Lord Bridge to see the papers relating to his two periods as home secretary, from 1965 to 67 and 1974 to 76. Lord Bridge's report, which Mrs Thatcher ordered in response to allegations by Miss Massiter, cleared successive governments of breaking the rules on telephone tapping.

Flare rescue

Three men were rescued yesterday after spending two days adrift in a 22ft boat which sprang a petrol leak during a fishing trip from Canvey Island, Essex. They were picked up off Great Ormeaux, where a Danish tanker spotted their last flare.

Nottinghamshire NUM sacks Richardson

By John Ardill, Labour Correspondent

The Nottinghamshire executive of the National Union of Mineworkers yesterday sacked the area general secretary, Mr Henry Richardson, who has been suspended from office for the past two months. The move, described by Mr Richardson as bizarre, marks the start of an attempted right wing purge of left wing strike leaders.

Mr Richardson, who supported the national leadership throughout the strike while most of his members remained at work, said last night that he was taking legal advice. But he added that the area council was unable to sack him because he was employed by the national union, which paid his salary and had the final say.

Mr Richardson was suspended after the Nottingham area had changed its rules to escape disciplinary action by the national union under its rule 51. The area council removed him from office for circulating members with warning from the national union that the area could be suspended and that alternative official branches would be started.

After an executive meeting at which he argued his case but was asked to leave while the vote was taken, Mr Richardson was told by the acting general secretary, Mr R. Lynk, that he was dismissed. This was confirmed in a letter in which he was told he could appeal to the area council.

He said: "They are witch-hunting. They are complaining about rule 51, which is going to be used by national level to purge them and they are purging everybody else. It's very difficult for them to sack me because they don't employ me. My contract of employment is with the national level."

"They have broken all the rules. If it was done to them by the management at the pits, they would want the union to call a strike that's the rather bizarre situation."

It puts me in a rather difficult position. We have to clear it up somehow. With 10 years in the industry, I'm not going to accept that I'm down the road without a pension. It's just not on. All I've been seeking for is supporting national policy, which the supposed to do under rule 51 as a full-time official."

Appealing to the area council would be "a charade — it's another kangaroo court," he said.

The area union's solicitor, Mr Paul Todd, said the executive upheld a detailed complaint about Mr Richardson and decided he should be dismissed. Mr Lynk would continue as acting general secretary and the vice-president, Mr George Laddell, would continue to carry out some of Mr Richardson's duties.

The Nottingham NUM position within the national union remains in limbo. The national union failed to obtain an injunction stopping the area from changing its rules, but it could still seek a full inquiry into the case that the area is acting unconstitutionally.

The NUM president, Mr Arthur Scargill, continues to insist that Mr Richardson was still a full-time official under union rules.

MacGregor appeal for hernia, page 2

Prescription charge increased to £2

Continued from page one

Government's record on spending but rising regular visits to the dentist.

Charges for crowns, dentures and bridges are to rise by less than in previous years. The cost of a crown will rise from £28 to £33 and that of a synthetic denture for up to three teeth from £24 to £29.

Other higher charges include a rise of £13 to £24 for a full bespoke human hair NHS wig and an increase of £2.45 to £4.90 for spinal or abdominal supports.

The wide exemptions for prescription charges will continue and patients requiring regular prescriptions will be able to buy prepayment certificates.

The cost of these will rise from £25.50 to £31 for a four month prepayment and from £24 to £30.50 for an annual prepayment. For the first time, families will be able to claim a refund for an unused prescription if the patient dies or becomes exempt from charges within a month of issue.

Dental charges are also to rise by about 25 per cent, according to the British Dental Association. The full cost of treatment will have to be met for the first £17 instead of £14.50 and a new proportional charge — up to a maximum of £115 — will be introduced for those who require a large number of fillings.

Under the new system patients will be expected to pay 40 per cent of any charge above £17. The aim is to encourage regular visits to the dentist.

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